

Digitized by the Internet Archive
in 2022 with funding from
University of Toronto

Gov. Doc
Can
L

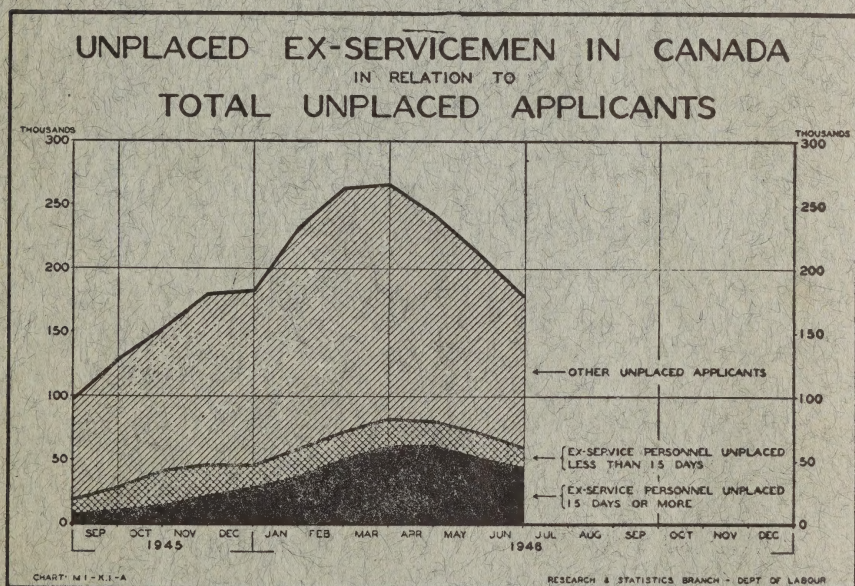
Canada, Labour, Department of

Vol. XLVI ²
NUMBER 7 ^Δ 12



JULY - DEC.
1946

THE Labour Gazette



483304

4.1.49

In this Issue . . . Relaxation of Wage Control . . Canadian Science
at War . . Increase in Index of Wage Rates . .
Suggestion Plans . . Stabilization in New Zealand.



Functions of the Department of Labour

The Department of Labour of Canada has functioned for forty-four years as the agency of the Federal Government charged with the administration of labour legislation. During the present war the Department's activities have been widely expanded. The functions of the principal branches of the Department and agencies associated with it are:—

Industrial Relations.—Under the direction of the Wartime Labour Relations Board (National), the Industrial Relations Branch is charged with the administration of the Wartime Labour Relations Regulations, P.C. 1003, which provide for the certification of employees' bargaining representation and the establishment of Boards of Conciliation for the settlement of disputes.

The Branch also administers the Conciliation and Labour Act, Chap. 110, R.S.C., 1927, which empowers the Minister of Labour to inquire into the causes and circumstances of a dispute and take measures considered expedient to effect a settlement. For the purpose of administering the Act, the Department maintains a staff of Industrial Relations Officers at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, and Sydney. The office of the Director of Industrial Relations is located in Ottawa.

The administration of the Fair Wages and Hours of Labour Act, 1935, and Order in Council P.C. 7679 governing the application of minimum rates of pay to all employees of Government contractors and subcontractors, are also administered by the Industrial Relations Branch.

Wartime Labour Relations Board (National).—The Board, together with Provincial Labour Relations Boards, administers the Wartime Labour Relations Regulations, P.C. 1003.

Statistics and Research.—The branch is charged with the collection and publication of statistics of employment, wages, hours, prices, cost of living, and other economic data. It also administers the Industrial Disputes Act, Chap. 110, R.S.C., 1927, and the Industrial Disputes Regulations, P.C. 1003, which provide for the investigation and publication of statistics of strike-outs, industrial accidents and compensation, and organization in industry, commerce and the professions; the collection and research work bearing on industrial relations, labour conditions, and the publication of bulletins of information on these subjects.

Labour Gazette.—The monthly Labour Gazette provides a review of the labour-industrial situation throughout the Dominion.

Canadian Vocational Training.—The branch administers the Canadian Vocational Training Act, Chap. 110, R.S.C., 1927, which provides for the training of apprentices; retraining of foremen and supervisors; training of young people and assistance to students. The branch also administers the Dominion Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service. The employment service now functions as the field organization of National Selective Service.

National War Labour Board.—This tribunal with its regional divisions administers the Government's wartime wages policy as set forth in Order in Council P.C. 9384 as amended.

National Selective Service.—This body administers the Government's manpower program.

Wartime Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for war industries and the government service.

Industrial Production Co-operation Board.—Encourages the formation of labour-management production committees in Canadian industry through the use of a field staff and informational material.

Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization (League of Nations).—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Notes of Current Interest</i>	855
Economic Stabilization:	
Relaxation of Wage Control.....	869
Statement on Wage Increases.....	871
Retention of Canadian Controls.....	871
Removal of Price Control in United States.....	872
Economic Stabilization in New Zealand.....	873
<i>Statement of Canadian Manufacturers' Association on Employee-Employer Relations</i>	877
<i>Canadian Science at War</i>	878
<i>Handbook on Suggestion Plans</i>	880
<i>Increase in Index of Wage Rates</i>	881
International Labour Organization:	
Relationship of ILO with United Nations.....	882
Ninety-Eighth Session of Governing Body.....	882
<i>Farm Labour in New York State</i>	885
<i>Maritime Labour Institute Conference</i>	886
Rehabilitation:	
Extend Co-operative Efforts on Behalf of Disabled Veterans.....	887
Third Report on Veterans' Qualifications.....	887
Rehabilitation of Ex-Service Personnel.....	888
Business Training for Ex-Forces Workers.....	889
<i>Report of U.S. Fair Employment Practices Committee</i>	890
<i>Decisions of National War Labour Board</i>	891
Industrial Disputes and Conciliation:	
Application for Certification Under the Wartime Labour Relations Regulations.....	901
Conciliation Proceedings Under the Wartime Labour Relations Regulations..	906
Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020.....	914
Report of Commission in Dispute Between Ten Ontario Rubber Companies and the United Rubber Workers of America.....	921
Collective Agreements and Wage Schedules:	
Recent Collective Agreements.....	926
Collective Agreement Act, Quebec.....	929
<i>Fair Wages Conditions in Dominion Government Contracts</i>	932
<i>Canadian Vocational Training</i>	942
<i>Proposed Amendments to Unemployment Insurance Act</i>	947
<i>Activities of Unemployment Insurance Commission</i>	952
Employment, Hours and Earnings:	
Summary	958
Employment and Payrolls at the Beginning of May, 1946.....	959
Sex Distribution of Persons in Recorded Employment.....	964
Report on Employment Conditions, June, 1946.....	965
Applications for Employment; Vacancies and Placements; May, 1946.....	972
Strikes and Lockouts:	
Strikes and Lockouts in Canada During June, 1946.....	978
Strikes and Lockouts in Great Britain and other Countries.....	982
Labour Law:	
Labour Legislation in British Columbia in 1946.....	983
Recent Regulations Under Dominion and Provincial Legislation.....	987
Legal Decisions Affecting Labour.....	997
<i>Conference on Community Planning</i>	1000
Prices:	
Prices, Retail and Wholesale, in Canada, June, 1946.....	1011
<i>Publications Received Recently in Library of Department of Labour, Ottawa</i>	1011
<i>Union Management Co-operative, 20th Annual Meeting</i>	1013
<i>Conditions of Work in New South Wales Bread Industry</i>	1014
<i>Recreation and Canadian Youth</i>	1016

Publications of the Department of Labour

Labour Gazette

Published Monthly in English and French. **SUBSCRIPTION RATES:** Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order, to Circulation Manager, Department of Labour, Ottawa. (Please do not send stamps.) Bound volumes for 1944 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—

An outline of the Activities of the Department during the fiscal year ended March 31, 1945. PRICE, 25 cents.

Labour Organization in Canada—

Reports published annually. Early reports, 50 cents' 1942, 1943, and 1944 reports, 25 cents.

Labour Legislation as Existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. PRICE, \$1.

Supplements for the years 1938, 1939, 1940, 1941-42, 1943 and 1944. PRICE, 25 cents each.

Labour Legislation in Canada—

A historical outline of the principal Dominion and Provincial labour laws. August, 1945.

Trade Union Law in Canada. (January, 1935.)

PRICE, 50 cents.

Wage Rates in Canada—

Report No. 26 on Wages and Hours of Labour in Canada 1943.

Wages in the Primary Textiles Industry in Canada, 1944 (Supplement to LABOUR GAZETTE, Feb., 1946.)

Index Numbers of Wage Rates in Canada, 1901-1944 (Reprinted from the LABOUR GAZETTE, October, 1945.)

FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1941.

FREE ON APPLICATION.

Collective Agreement Studies—

Reprinted from the LABOUR GAZETTE.

No. 1—Collective Agreements in the Pulp and Paper Industry, Canada, 1944.

No. 2—Union Status in Collective Agreements in the Iron and Steel Industry in Canada, 1945.

No. 3—Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, Canada, 1945.

FREE ON APPLICATION.

Recommended Practice of Industrial Lighting, 1944.

PRICE, 25 cents.

International Labour Organization.

Twenty-sixth Session of International Labour Conference, Philadelphia, 1944.

Twenty-seventh Session, Paris, 1945.

FREE ON APPLICATION.

Report of National War Labour Board

The Employment of Children and Young Persons in Canada.

(December, 1930). PRICE, 25 cents.

Canadian Vocational Training.

Annual Report for 1944-45.

Vocational Training for Ex-Service Personnel.

Blueprint for a Skilled Job in the Construction Industry.

FREE ON APPLICATION.

Dominion Government Annuities—

Descriptive Booklet, Tables of Rates, Annual Report, Etc.

FREE ON APPLICATION.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act.

PRICE, 50 cents.

Changes in Population and in the Labour Force.

(Supplement to LABOUR GAZETTE, December, 1945.)

FREE ON APPLICATION.

Dismiss—but What of a Job?

FREE ON APPLICATION.

Proceedings of National Joint Conference of the Construction Industry of Canada.

February, 1946. Reprinted from the LABOUR GAZETTE, March, 1946. FREE ON APPLICATION.

Reports on Labour-Management Production Committees.

Partners in Production.

Victory in the Making.

Handbook on Suggestion Plans.

FREE ON APPLICATION.

Bulletins of Industrial Relations Series—

PRICE, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 5—Canada and the International Labour Conference.

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Sept. 1, 1920, to Sept. 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

No. 10—Report of Proceedings of Board from Oct. 1, 1927, to Sept. 30, 1930.

No. 12—Report of Proceedings of Board from Oct. 1, 1930, to Sept. 30, 1933.

No. 13—Report of Proceedings of Board from Oct. 1, 1933, to Sept. 30, 1936.

No. 14—Report of Proceedings of Board from Oct. 1, 1936, to Sept. 30, 1939.

No. 15—Report of Proceedings of Board from Oct. 1, 1939, to Sept. 30, 1942.

No. 16—Report of Proceedings of Board from Oct. 1, 1942 to Sept. 30, 1945.

Workmen's Compensation in Canada—

A comparison of provincial laws. July, 1944 (Mimeographed.) FREE ON APPLICATION.

Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation.

June, 1945. (Mimeographed.) FREE ON APPLICATION.

Legislation Concerning the Employment of Women—Provincial Laws.

(Mimeographed.) FREE ON APPLICATION.

Combines Investigation Act—

Reports on alleged combines in the following industries:

Distribution of Fruit and Vegetables in Western Canada, 1925. 20 cents.

Marketing of New Brunswick Potatoes, 1925. 20 cents.

Manufacture and Sale of Bread in Montreal, 1926. 10 cents.

Distribution of Fruits and Vegetables Produced in Ontario, 1926. 15 cents.

Wholesale and Retail Druggists and Manufacturers (re Proprietary Medicines and Toilet Articles), 1926. 10 cents.

Proprietary Articles Trade Association, 1927. 10 cents.

Amalgamated Builders' Council and Related Organizations, Ontario, 1929. 25 cents.

Electrical Estimators' Association, Toronto, 1930. 25 cents.

Bread-Baking Industry in Canada, 1931. 25 cents.

Motion Picture Industry in Canada, 1931. 50 cents.

Tobacco Manufacturers and other buyers of raw leaf tobacco, Ontario, 1933. 25 cents.

Importation and Distribution of British Anthracite Coal in Canada, 1933. 25 cents.

Anthracite Coal, 1937. 25 cents.

Distribution of Tobacco Products in Alberta and elsewhere in Canada, 1938. 25 cents.

Manufacture and Sale of Paperboard Shipping Containers and Related Products, 1939. 25 cents.

Wholesalers and Shippers of Fruits and Vegetables in Western Canada, 1939. 25 cents.

PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Notes of Current Interest</i>	1017
<i>Annual Holidays in Canada and Britain</i>	1030
International Labour Organization:	
Twenty-ninth Session of International Labour Conference.....	1032
Amendments to Constitution of ILO	1033
Turkey and New Zealand Ratify ILO Conventions	1033
Immigration:	
Statements of Labour Organizations on Immigration	1034
Immigration of Members of Polish Army	1037
<i>Decisions of National War Labour Board</i>	1038
Industrial Disputes and Conciliation:	
Applications for Certification Under the Wartime Labour Relations Regulations	1050
Conciliation Proceedings Under the Wartime Labour Relations Regulations..	1054
Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020	1083
Collective Agreements and Wage Schedules:	
Recent Collective Agreements	1089
Collective Agreements Act, Quebec	1092
<i>Fair Wages Conditions in Dominion Government Contracts</i>	1095
Labour Law:	
Labour Legislation in Nova Scotia in 1946	1101
Recent Regulations Under Provincial Legislation	1103
Legal Decisions Affecting Labour	1106
Rehabilitation:	
Rehabilitation of Ex-Service Personnel	1110
Handicapped Workers in Industry	1111
Medical Treatment of Ex-Prisoners of War	1112
New York Veterans and Education	1112
<i>Canadian Vocational Training</i>	1113
Vocational Training for Ex-Service Women	1117
<i>Activities of Unemployment Insurance Commission</i>	1118
Digest of Selected Decisions of Umpire	1122
Employment, Hours and Earnings:	
Summary	1124
Employment and Payrolls at the Beginning of June, 1946	1125
Report on Employment Conditions, July, 1946	1131
Sex Distribution of Persons in Recorded Employment	1138
Applications for Employment; Vacancies and Placements; June, 1946.....	1139
Employment Gain Shown by Quarterly Labour Force Survey	1145
Quarterly Report of the National Employment Service Offices, March 29 to June 27, 1946	1146
Annual Review of Employment and Payrolls in Canada, 1945	1148
Unemployment in Trade Unions at the Close of the Quarter Ending June 30, 1946	1153
Strikes and Lockouts:	
Strikes and Lockouts in Canada During July, 1946	1156
Strikes and Lockouts in Great Britain and Other Countries	1161
Prices:	
Prices, Retail and Wholesale, in Canada, July, 1946	1162
<i>Canadian Manufacturers' Association Discusses Employer-Employee Relations</i>	1172
<i>The National Film Board and Labour</i>	1182
<i>Fatal Industrial Accidents in Canada During the Second Quarter of 1946</i>	1183
<i>Publications Received Recently in Library of Department of Labour, Ottawa</i> ..	1185

Publications of the Department of Labour

Labour Gazette

Published Monthly in English and French. **SUBSCRIPTION RATES:** Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order, to Circulation Manager, Department of Labour, Ottawa. (Please do not send stamps.) Bound volumes for 1944 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—

An outline of the Activities of the Department during the fiscal year ended March 31, 1945. PRICE, 25 cents.

Labour Organization in Canada—

Reports published annually. Early reports, 50 cents 1942, 1943, and 1944 reports, 25 cents.

Labour Legislation as Existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. PRICE, \$1.

Supplements for the years 1938, 1939, 1940, 1941-42, 1943 and 1944. PRICE, 25 cents each.

Labour Legislation in Canada—

A historical outline of the principal Dominion and Provincial labour laws. August, 1945.

Trade Union Law in Canada. (January, 1935.)

PRICE, 50 cents.

Wage Rates in Canada—

Report No. 26 on Wages and Hours of Labour in Canada 1943.

Wages in the Primary Textiles Industry in Canada, 1944

(Supplement to LABOUR GAZETTE, Feb., 1946.)

Index Numbers of Wage Rates in Canada, 1901-1944

(Reprinted from the LABOUR GAZETTE, October, 1945.)

FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1944.

FREE ON APPLICATION.

Collective Agreement Studies—

Reprinted from the LABOUR GAZETTE.

No. 1—Collective Agreements in the Pulp and Paper Industry, Canada, 1944.

No. 2—Union Status in Collective Agreements in the Iron and Steel Industry in Canada, 1945.

No. 3—Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, Canada, 1945.

FREE ON APPLICATION.

Recommended Practice of Industrial Lighting, 1944.

PRICE, 25 cents.

International Labour Organization.

Twenty-sixth Session of International Labour Conference, Philadelphia, 1944.

Twenty-seventh Session, Paris, 1945.

Third American Regional Conference, Mexico City, 1946.

FREE ON APPLICATION.

Report of National War Labour Board

The Employment of Children and Young Persons in Canada.

(December, 1930). PRICE, 25 cents.

Canadian Vocational Training.

Annual Report for 1944-45.

Vocational Training for Ex-Service Personnel.

Blueprint for a Skilled Job in the Construction Industry.

FREE ON APPLICATION.

Dominion Government Annuities—

Descriptive Booklet, Tables of Rates, Annual Report, Etc.

FREE ON APPLICATION.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act.

PRICE, 50 cents.

Changes in Population and in the Labour Force.

(Supplement to LABOUR GAZETTE, December, 1945.)

FREE ON APPLICATION.

Dismiss—but What of a Job?

FREE ON APPLICATION.

Proceedings of National Joint Conference of the Construction Industry of Canada.

February, 1946. Reprinted from the LABOUR GAZETTE.

March, 1946. FREE ON APPLICATION.

Reports on Labour-Management Production Committees.

Partners in Production.

Victory in the Making.

Handbook on Suggestion Plans.

Industrial Democracy at Work.

FREE ON APPLICATION.

Bulletins of Industrial Relations Series—

PRICE, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 5—Canada and the International Labour Conference.

No. 7—Canadian Railway Board of Adjustment No. 1—

Report of Proceedings of Board from Sept. 1, 1920, to Sept. 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

No. 10—Report of Proceedings of Board from Oct. 1, 1927, to Sept. 30, 1930.

No. 12—Report of Proceedings of Board from Oct. 1, 1930, to Sept. 30, 1933.

No. 13—Report of Proceedings of Board from Oct. 1, 1933, to Sept. 30, 1936.

No. 14—Report of Proceedings of Board from Oct. 1, 1936, to Sept. 30, 1939.

No. 15—Report of Proceedings of Board from Oct. 1, 1939, to Sept. 30, 1942.

No. 16—Report of Proceedings of Board from Oct. 1, 1942 to Sept. 30, 1945.

Workmen's Compensation in Canada—

A comparison of provincial laws. July, 1944 (Mimeographed.) FREE ON APPLICATION.

Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation.

June, 1945. (Mimeographed.) FREE ON APPLICATION.

Legislation Concerning the Employment of Women—Provincial Laws.

(Mimeographed.) FREE ON APPLICATION.

Combines Investigation Act—

Reports on alleged combines in the following industries:

Distribution of Fruit and Vegetables in Western Canada, 1925. 20 cents.

Marketing of New Brunswick Potatoes, 1925. 20 cents.

Manufacture and Sale of Bread in Montreal, 1926. 10 cents.

Distribution of Fruits and Vegetables Produced in Ontario, 1926. 15 cents.

Wholesale and Retail Druggists and Manufacturers (re Proprietary Medicines and Toilet Articles), 1926. 10 cents.

Proprietary Articles Trade Association, 1927. 10 cents.

Amalgamated Builders' Council and Related Organizations, Ontario, 1929. 25 cents.

Electrical Estimators' Association, Toronto, 1930. 25 cents.

Bread-Baking Industry in Canada, 1931. 25 cents.

Motion Picture Industry in Canada, 1931. 50 cents.

Tobacco Manufacturers and other buyers of raw leaf tobacco, Ontario, 1933. 25 cents.

Importation and Distribution of British Anthracite Coal in Canada, 1933. 25 cents.

Anthracite Coal, 1937. 25 cents.

Distribution of Tobacco Products in Alberta and elsewhere in Canada, 1938. 25 cents.

Manufacture and Sale of Paperboard Shipping Containers and Related Products, 1939. 25 cents.

Wholesalers and Shippers of Fruits and Vegetables in Western Canada, 1939. 25 cents.

PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Notes of Current Interest</i>	1187
<i>Department of Labour in Post-War Period</i>	1197
<i>Annual Conference of Canadian Institute on Public Affairs</i>	1203
<i>Housing Program for 1947</i>	1207
<i>Discontinuance of National Registration</i>	1209
<i>Decisions of National War Labour Board</i>	1211
<i>Industrial Disputes and Conciliation:</i>	
Applications for Certification Under the Wartime Labour Relations Regulations.....	1219
Conciliation Proceedings Under the Wartime Labour Relations Regulations..	1222
Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020.....	1236
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements.....	1243
Collective Agreement Act, Quebec.....	1247
Industrial Standards Acts, etc.....	1255
<i>Fair Wage Conditions in Dominion Government Contracts</i>	1258
<i>Labour Law:</i>	
Labour Legislation Enacted by the Parliament of Canada in 1946.....	1271
Recent Regulations Under Dominion and Provincial Legislation.....	1274
<i>Canadian Vocational Training</i>	1278
<i>Activities of Unemployment Insurance Commission</i>	1282
<i>Employment, Hours and Earnings:</i>	
Summary	1289
Employment and Payrolls at the Beginning of July, 1946.....	1290
Report on Employment Conditions, August, 1946.....	1296
Applications for Employment; Vacancies and Placements; July, 1946.....	1305
<i>Strikes and Lockouts:</i>	
Strikes and Lockouts in Canada During August, 1946.....	1311
Strikes and Lockouts in Great Britain and Other Countries.....	1316
<i>Prices:</i>	
Prices, Retail and Wholesale, in Canada, August, 1946.....	1317
<i>Old Age and Blind Pensioners in Canada</i>	1328
<i>House of Commons Committee on Industrial Relations</i>	1331

Publications of the Department of Labour

Labour Gazette

Published Monthly in English and French. **SUBSCRIPTION RATES:** Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order, to Circulation Manager, Department of Labour, Ottawa. (Please do not send stamps.) Bound volumes for 1944 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—
An outline of the Activities of the Department during the fiscal year ended March 31, 1945. Price, 25 cents.

Labour Organization in Canada—

Reports published annually. Early reports, 50 cents' 1942, 1943, and 1944 reports, 25 cents.

Labour Legislation as Existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. Price, \$1.
Supplements for the years 1938, 1939, 1940, 1941-42, 1943 and 1944. Price, 25 cents each.

Labour Legislation in Canada—

A historical outline of the principal Dominion and Provincial labour laws. August, 1945.

Trade Union Law in Canada. (January, 1935.)

Price, 50 cents.

Wage Rates in Canada—

Report No. 26 on Wages and Hours of Labour in Canada 1943.

Wages in the Primary Textiles Industry in Canada, 1944 (Supplement to LABOUR GAZETTE, Feb., 1946.)

Index Numbers of Wage Rates in Canada, 1901-1944 (Reprinted from the LABOUR GAZETTE, October, 1945.)

FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1944.

FREE ON APPLICATION.

Collective Agreement Studies—

Reprinted from the LABOUR GAZETTE.

No. 1—Collective Agreements in the Pulp and Paper Industry, Canada, 1944.

No. 2—Union Status in Collective Agreements in the Iron and Steel Industry in Canada, 1945.

No. 3—Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, Canada, 1945.

FREE ON APPLICATION.

Recommended Practice of Industrial Lighting, 1944.

Price, 25 cents.

International Labour Organization.

Twenty-sixth Session of International Labour Conference, Philadelphia, 1944.

Twenty-seventh Session, Paris, 1945.

Third American Regional Conference, Mexico City, 1946.

FREE ON APPLICATION.

Report of National War Labour Board

The Employment of Children and Young Persons in Canada.

(December, 1930). Price, 25 cents

Canadian Vocational Training.

Annual Report for 1944-45.

Vocational Training for Ex-Service Personnel.

Blueprint for a Skilled Job in the Construction Industry.

FREE ON APPLICATION.

Dominion Government Annuities—

Descriptive Booklet, Tables of Rates, Annual Report, Etc.

FREE ON APPLICATION.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act.

Price, 50 cents.

Changes in Population and in the Labour Force.

(Supplement to LABOUR GAZETTE, December, 1945.)

FREE ON APPLICATION.

Dismiss—but What of a Job?

FREE ON APPLICATION.

Proceedings of National Joint Conference of the Construction Industry of Canada.

February, 1946. Reprinted from the LABOUR GAZETTE, March, 1946. FREE ON APPLICATION.

Reports on Labour-Management Production Committees.

Partners in Production.

Victory in the Making.

Handbook on Suggestion Plans.

Industrial Democracy at Work.

FREE ON APPLICATION.

Bulletins of Industrial Relations Series—

Price, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 5—Canada and the International Labour Conference.

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Sept. 1, 1920, to Sept. 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

No. 10—Report of Proceedings of Board from Oct. 1, 1927, to Sept. 30, 1930.

No. 12—Report of Proceedings of Board from Oct. 1, 1930, to Sept. 30, 1933.

No. 13—Report of Proceedings of Board from Oct. 1, 1933, to Sept. 30, 1936.

No. 14—Report of Proceedings of Board from Oct. 1, 1936, to Sept. 30, 1939.

No. 15—Report of Proceedings of Board from Oct. 1, 1939, to Sept. 30, 1942.

No. 16—Report of Proceedings of Board from Oct. 1, 1942 to Sept. 30, 1945.

Workmen's Compensation in Canada—

A comparison of provincial laws. July, 1944 (Mimeographed.) FREE ON APPLICATION.

Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation.

June, 1945. (Mimeographed.) FREE ON APPLICATION.

Legislation Concerning the Employment of Women—Provincial Laws.

(Mimeographed.) FREE ON APPLICATION.

Combines Investigation Act—

Reports on alleged combines in the following industries:

Distribution of Fruit and Vegetables in Western Canada, 1925. 20 cents.

Marketing of New Brunswick Potatoes, 1925. 20 cents.

Manufacture and Sale of Bread in Montreal, 1926. 10 cents.

Distribution of Fruits and Vegetables Produced in Ontario, 1926. 15 cents.

Wholesale and Retail Druggists and Manufacturers (re Proprietary Medicines and Toilet Articles), 1926. 10 cents.

Proprietary Articles Trade Association, 1927. 10 cents.

Amalgamated Builders' Council and Related Organizations, Ontario, 1929. 25 cents.

Electrical Estimators' Association, Toronto, 1930. 25 cents.

Bread-Baking Industry in Canada, 1931. 25 cents.

Motion Picture Industry in Canada, 1931. 50 cents.

Tobacco Manufacturers and other buyers of raw leaf tobacco, Ontario, 1933. 25 cents.

Importation and Distribution of British Anthracite Coal in Canada, 1933. 25 cents.

Anthracite Coal, 1937. 25 cents.

Distribution of Tobacco Products in Alberta and elsewhere in Canada, 1938. 25 cents.

Manufacture and Sale of Paperboard Shipping Containers and Related Products, 1939. 25 cents.

Wholesalers and Shippers of Fruits and Vegetables in Western Canada, 1939. 25 cents.

PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
Notes of Current Interest	1365
Conventions of Labour Organizations:	
Trades and Labour Congress of Canada	1376
Canadian Congress of Labour	1383
Canadian and Catholic Confederation of Labour	1389
International Labour Organization:	
Twenty-ninth Session of International Labour Conference	1394
Appointment of E. J. Phelan as Director of International Labour Office.....	1399
Rehabilitation:	
Parliamentary Committee on Veterans' Affairs Submits Final Report.....	1400
Grievance Procedure under Collective Bargaining in United States	1404
Wages Under National and Regional Collective Bargaining in United States ..	1406
Co-operative Movement in Britain	1407
Control of Inflation in Britain	1409
Decisions of National War Labour Board	1411
Industrial Disputes and Conciliation:	
Applications for Certification Under the Wartime Labour Relations Regula- tions	1417
Conciliation Proceedings Under the Wartime Labour Relations Regulations	1424
Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020	1432
Collective Agreements and Wage Schedules:	
Recent Collective Agreements	1441
Collective Agreements Act, Quebec	1444
Fair Wage Conditions in Dominion Government Contracts	1448
Labour Law:	
Recent Regulations under Provincial Legislation.....	1463
Canadian Vocational Training	1466
Unemployment Insurance:	
Coverage Regulations Modified to Conform with Amended Act.....	1468
Statistical Report on Operation of Unemployment Insurance, August, 1946..	1470
Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940	1474
Employment, Hours and Earnings:	
Summary	1476
Employment and Payrolls at the Beginning of August, 1946.....	1477
Report on Employment Conditions, September, 1946.....	1484
Applications for Employment; Vacancies and Placements; August, 1946.....	1491
Strikes and Lockouts:	
Strikes and Lockouts in Canada During September, 1946.....	1498
Strikes and Lockouts in Great Britain and Other Countries.....	1502
Prices:	
Prices, Retail and Wholesale, in Canada, September, 1946	1503
Publications Received Recently in Library of Department of Labour, Ottawa	1512

Publications of the Department of Labour

Labour Gazette

Published Monthly in English and French. **SUBSCRIPTION RATES:** Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order, to Circulation Manager, Department of Labour, Ottawa. (Please do not send stamps.) Bound volumes for 1944 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—

An outline of the Activities of the Department during the fiscal year ended March 31, 1945. PRICE, 25 cents.

Labour Organization in Canada—

Reports published annually. Early reports, 50 cents. 1942, 1943, and 1944 reports, 25 cents.

Labour Legislation as Existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. PRICE, \$1.

Supplements for the years 1938, 1939, 1940, 1941-42, 1943, 1944, 1945. PRICE, 25 cents each.

Labour Legislation in Canada—

A historical outline of the principal Dominion and Provincial labour laws. August, 1945.

FREE ON APPLICATION.

Trade Union Law in Canada. (January, 1935.)

PRICE, 50 cents.

Wage Rates in Canada—

Report No. 27 on Wages and Hours of Labour in Canada 1944.

Wages in the Primary Textiles Industry in Canada, 1944 (Supplement to LABOUR GAZETTE, Feb., 1946.)

FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1945.

FREE ON APPLICATION.

Collective Agreement Studies—

Reprinted from the LABOUR GAZETTE.

No. 1—Collective Agreements in the Pulp and Paper Industry, Canada, 1944.

No. 2—Union Status in Collective Agreements in the Iron and Steel Industry in Canada, 1945.

No. 3—Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, Canada, 1945.

FREE ON APPLICATION.

Recommended Practice of Industrial Lighting, 1944.

PRICE, 25 cents.

Memorandum on Electric Arc Welding, 1946.

FREE ON APPLICATION.

International Labour Organization.

Twenty-sixth Session of International Labour Conference, Philadelphia, 1944.

Twenty-seventh Session, Paris, 1945.

Twenty-eighth Session, Seattle, 1946.

Third American Regional Conference, Mexico City, 1946.

FREE ON APPLICATION.

Safety in Building.

International Labour Convention and Recommendations of 1927. August, 1946. PRICE 10 cents.

Report of National War Labour Board

FREE ON APPLICATION.

The Employment of Children and Young Persons in Canada.

(December, 1930). PRICE 25 cents.

Canadian Vocational Training.

Annual Report for 1944-45.

Vocational Training for Ex-Service Personnel.

Blueprint for a Skilled Job in the Construction Industry.

FREE ON APPLICATION.

Dominion Government Annuities—

Descriptive Booklet, Tables of Rates, Annual Report, Etc.

FREE ON APPLICATION.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act.

PRICE, 50 cents.

Changes in Population and in the Labour Force. (Supplement to LABOUR GAZETTE, December, 1945.)

FREE ON APPLICATION.

Dismiss—but What of a Job?

FREE ON APPLICATION.

Proceedings of National Joint Conference of the Construction Industry of Canada.

February, 1946. Reprinted from the LABOUR GAZETTE.

March, 1946. FREE ON APPLICATION.

Reports on Labour-Management Production Committees.

Partners in Production.

Victory in the Making.

Handbook on Suggestion Plans.

Industrial Democracy at Work.

FREE ON APPLICATION.

Bulletins of Industrial Relations Series—

PRICE, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 5—Canada and the International Labour Conference.

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Sept. 1, 1920, to Sept. 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

Nos. 10, 12-16—Reports of Proceedings three-year periods—1927-1945.

Workmen's Compensation in Canada—

A comparison of provincial laws. August, 1946 (Mimeographed.) FREE ON APPLICATION.

Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation.

August 1946. (Mimeographed.) FREE ON APPLICATION.

Legislation Concerning the Employment of Women—Provincial Laws.

July, 1945. (Mimeographed.) FREE ON APPLICATION.

Combines Investigation Act—

Reports on alleged combines in the following industries:

Distribution of Fruit and Vegetables in Western Canada, 1925. 20 cents.

Marketing of New Brunswick Potatoes, 1925. 20 cents.

Manufacture and Sale of Bread in Montreal, 1926. 10 cents.

Distribution of Fruits and Vegetables Produced in Ontario, 1926. 15 cents.

Wholesale and Retail Druggists and Manufacturers (and Proprietary Medicines and Toilet Articles), 1926. 10 cents.

Proprietary Articles Trade Association, 1927. 10 cents.

Amalgamated Builders' Council and Related Organizations, Ontario, 1929. 25 cents.

Electrical Estimators' Association, Toronto, 1930. 25 cents.

Bread-Baking Industry in Canada, 1931. 25 cents.

Motion Picture Industry in Canada, 1931. 50 cents.

Tobacco Manufacturers and other buyers of raw leaf tobacco, Ontario, 1933. 25 cents.

Importation and Distribution of British Anthracite Coal in Canada, 1933. 25 cents.

Anthracite Coal, 1937. 25 cents.

Distribution of Tobacco Products in Alberta and elsewhere in Canada, 1938. 25 cents.

Manufacture and Sale of Paperboard Shipping Containers and Related Products, 1939. 25 cents.

Wholesalers and Shippers of Fruits and Vegetables in Western Canada, 1939. 25 cents.

PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Notes of Current Interest</i>	1515
<i>Dominion-Provincial Conference of Labour Ministers</i>	1523
<i>Reconversion in Canadian Industry</i>	1526
<i>Cost-of-Living Index: Its Purpose and Construction</i>	1528
<i>Institute of Industrial Relations</i>	1532
<i>Hours of Labour and Overtime Rates of Wages in Great Britain</i>	1533
<i>International Labour Organization:</i>	
Women's Employment in Post-War Period	1536
First Meeting of Metal Trades Committee, Toledo, Ohio, May, 1946.....	1538
Textile and Building Committees of the ILO	1540
99th and 100th Sessions of Governing Body	1541
<i>Rehabilitation:</i>	
Progress in Placement of Veterans	1543
Uncovering Training-on-the-Job Opportunities	1544
Booklets on Employment of Handicapped Persons	1544
Hospitalization of Veterans	1545
<i>Decisions of National War Labour Board</i>	1546
<i>Industrial Disputes and Conciliation:</i>	
Applications for Certification under the Wartime Labour Relations Regula- tions	1556
Conciliation Proceedings under the Wartime Labour Relations Regulations..	1562
Activities under the Conciliation and Labour Act and Order in Council P.C. 4020	1572
<i>Collective Agreements and Wage Schedules:</i>	
Recent Collective Agreements	1580
Collective Agreement Act, Quebec	1582
<i>Fair Wage Conditions in Dominion Government Contracts</i>	1587
<i>Canadian Vocational Training:</i>	
Conference of Vocational Training Advisory Council	1599
Conference of Regional Directors	1601
Provincial Directors of Apprenticeship Confer	1602
<i>Unemployment Insurance:</i>	
Special Placement Service for Executive and Professional Workers.....	1604
Unemployment Insurance Statistics, September, 1946	1604
Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940	1608
Employment Facilities for Seamen	1609
Disability and Unemployment Benefits in California	1610
<i>Employment, Hours and Earnings:</i>	
Summary	1612
Canadian Labour Force	1614
Employment and Payrolls at the Beginning of September, 1946.....	1616
Report on Employment Conditions, October, 1946	1623
Man-Hours and Hourly Earnings, September 1, 1946	1632
Applications for Employment; Vacancies and Placements; September, 1946	1637
Unemployment in Trade Unions at the Close of the Quarter Ending Sep- tember 30, 1946	1643
Quarterly Report of the National Employment Services Offices, June 28 to September 26, 1946	1646
<i>Labour Law:</i>	
Recent Regulations Under Dominion and Provincial Legislation.....	1649
<i>Strikes and Lockouts:</i>	
Strikes and Lockouts in Canada During October, 1946	1650
Strikes and Lockouts in Great Britain and Other Countries.....	1654
<i>Labour Organization in Canada</i>	1655
<i>Prices:</i>	
Prices, Retail and Wholesale, in Canada, October, 1946.....	1658
<i>Industrial Accidents:</i>	
Fatal Industrial Accidents in Canada During the Third Quarter of 1946..	1669
Workmen's Compensation in British Columbia, Alberta, Saskatchewan and Ontario	1670
<i>Labour and Industry in Ontario</i>	1673
<i>Bulletin on Australian Meat-Works</i>	1675

Publications of the Department of Labour

Labour Gazette

Published Monthly in English and French. **SUBSCRIPTION RATES:** Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order, to Circulation Manager, Department of Labour, Ottawa. (Please do not send stamps.) Bound volumes for 1944 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—

An outline of the Activities of the Department during the fiscal year ended March 31, 1945. PRICE, 25 cents.

Labour Organization in Canada—

Reports published annually. Early reports, 50 cents. 1942, 1943, and 1944 reports, 25 cents.

Labour Legislation as Existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. PRICE, \$1.

Supplements for the years 1938, 1939, 1940, 1941-42, 1943, 1944, 1945. PRICE, 25 cents each.

Labour Legislation in Canada—

A historical outline of the principal Dominion and Provincial labour laws. August, 1945.

FREE ON APPLICATION.

Trade Union Law in Canada. (January, 1935.)

PRICE, 50 cents.

Wage Rates in Canada—

Report No. 27 on Wages and Hours of Labour in Canada 1944.

Wages in the Primary Textiles Industry in Canada, 1944 (Supplement to LABOUR GAZETTE, Feb., 1946.)

FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1945.

FREE ON APPLICATION.

Collective Agreement Studies—

Reprinted from the LABOUR GAZETTE.

No. 1—Collective Agreements in the Pulp and Paper Industry, Canada, 1944.

No. 2—Union Status in Collective Agreements in the Iron and Steel Industry in Canada, 1945.

No. 3—Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, Canada, 1945.

FREE ON APPLICATION.

Recommended Practice of Industrial Lighting, 1944.

PRICE, 25 cents.

Memorandum on Electric Arc Welding, 1946.

FREE ON APPLICATION.

International Labour Organization.

Twenty-sixth Session of International Labour Conference, Philadelphia, 1944.

Twenty-seventh Session, Paris, 1945.

Twenty-eighth Session, Seattle, 1946.

Third American Regional Conference, Mexico City, 1946.

FREE ON APPLICATION.

Safety in Building.

International Labour Convention and Recommendations of 1927. August, 1946. PRICE 10 cents.

Report of National War Labour Board

FREE ON APPLICATION.

The Employment of Children and Young Persons in Canada.

(December, 1930). PRICE, 25 cents.

Canadian Vocational Training.

Annual Report for 1944-45.

Vocational Training for Ex-Service Personnel.

Blueprint for a Skilled Job in the Construction Industry.

FREE ON APPLICATION.

Dominion Government Annuities—

Descriptive Booklet, Tables of Rates, Annual Report, Etc.

FREE ON APPLICATION.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act.

PRICE, 50 cents.

Changes in Population and in the Labour Force.

(Supplement to LABOUR GAZETTE, December, 1945.)

FREE ON APPLICATION.

Dismiss—but What of a Job?

FREE ON APPLICATION.

Proceedings of National Joint Conference of the Construction Industry of Canada.

February, 1946. Reprinted from the LABOUR GAZETTE, March, 1946. FREE ON APPLICATION.

Reports on Labour-Management Production Committees.

Partners in Production.

Victory in the Making.

Handbook on Suggestion Plans.

Industrial Democracy at Work.

FREE ON APPLICATION.

Bulletins of Industrial Relations Series—

PRICE, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 5—Canada and the International Labour Conference.

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Sept. 1, 1920, to Sept. 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

Nos. 10, 12-16—Reports of Proceedings three-year periods-1927-1945.

Workmen's Compensation in Canada—

A comparison of provincial laws. August, 1946 (Mimeographed.) FREE ON APPLICATION.

Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation.

August 1946. (Mimeographed.) FREE ON APPLICATION.

Legislation Concerning the Employment of Women—Provincial Laws.

July, 1945. (Mimeographed.) FREE ON APPLICATION.

Combines Investigation Act—

Reports on alleged combines in the following industries:

Distribution of Fruit and Vegetables in Western Canada, 1925. 20 cents.

Marketing of New Brunswick Potatoes, 1925. 20 cents.

Manufacture and Sale of Bread in Montreal, 1926. 10 cents.

Distribution of Fruits and Vegetables Produced in Ontario, 1926. 15 cents.

Wholesale and Retail Druggists and Manufacturers (re Proprietary Medicines and Toilet Articles), 1926. 10 cents.

Proprietary Articles Trade Association, 1927. 10 cents.

Amalgamated Builders' Council and Related Organizations, Ontario, 1929. 25 cents.

Electrical Estimators' Association, Toronto, 1930. 25 cents.

Bread-Baking Industry in Canada, 1931. 25 cents.

Motion Picture Industry in Canada, 1931. 50 cents.

Tobacco Manufacturers and other buyers of raw leaf tobacco, Ontario, 1933. 25 cents.

Importation and Distribution of British Anthracite Coal in Canada, 1933. 25 cents.

Anthracite Coal, 1937. 25 cents.

Distribution of Tobacco Products in Alberta and elsewhere in Canada, 1938. 25 cents.

Manufacture and Sale of Paperboard Shipping Containers and Related Products, 1939. 25 cents.

Wholesalers and Shippers of Fruits and Vegetables in Western Canada, 1939. 25 cents.

PRINCIPAL CONTENTS OF THIS ISSUE

	PAGE
<i>Notes of Current Interest</i>	1677
<i>"Charters of Our Freedom"</i>	1689
<i>Termination of Wartime Wage and Salary Control in Canada</i>	1690
<i>Removal of Price Control in U.S.A.</i>	1691
<i>Collective Agreements in the Coal Mining Industry in Canada, September, 1946</i>	1692
<i>The Closed Shop in Britain</i>	1708
<i>Polish Veterans for Farm Work in Canada</i>	1710
Conventions of Labour Organizations:	
British Trades Union Congress	1712
American Federation of Labour	1713
Congress of Industrial Organizations	1715
<i>Royal Commission on Equal Pay in United Kingdom</i>	1717
<i>Dust Control in Cotton Industry</i>	1722
Rehabilitation:	
Progress in Reinstatement of Veterans	1724
Finding Employment for Older Veterans	1725
Findings of Sample Survey of Veterans	1726
Settlement of Veterans on Small Holdings	1726
<i>Decisions of National War Labour Board</i>	1727
Industrial Disputes and Conciliation:	
Applications for Certification Under the Wartime Labour Relations Regulations	1744
Conciliation Proceedings Under the Wartime Labour Relations Regulations	1757
Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020	1764
Collective Agreements and Wage Schedules:	
Recent Collective Agreements	1768
Collective Agreement Act, Quebec	1771
Industrial Standards Acts, Etc.	1775
<i>Correction re Wage Rates and Hours of Labour</i>	1779
<i>Fair Wage Conditions in Dominion Government Contracts</i>	1780
Vocational Training:	
Training of Discharged Members of Armed Forces	1793
Western Vocational Training Conference	1795
Unemployment Insurance:	
Placing Veterans in Employment	1796
Unemployment Insurance Statistics, October, 1946	1797
Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940	1801
Employment, Hours and Earnings:	
Introduction	1803
Survey of Canadian Labour Force	1805
Employment and Payrolls at the Beginning of October, 1946.	1807
Report on Employment Conditions, November, 1946.	1814
Applications for Employment; Vacancies and Placements; October, 1946.	1822
Labour Law:	
Labour Legislation in New Brunswick and Prince Edward Island in 1946.	1828
Recent Regulations under Dominion and Provincial Legislation	1831
Legal Decisions Affecting Labour	1835
Strikes and Lockouts:	
Strikes and Lockouts in Canada During November, 1946.	1842
Strikes and Lockouts in Great Britain and Other Countries.	1845
Prices:	
Prices, Retail and Wholesale, in Canada, November, 1946.	1846
<i>Old Age and Blind Pensioners in Canada</i>	1857
<i>Labour and Industry in New Brunswick and British Columbia</i>	1860
<i>Co-operative Development in Saskatchewan</i>	1864

Publications of the Department of Labour

Labour Gazette

Published Monthly in English and French. **SUBSCRIPTION RATES:** Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order, to Circulation Manager, Department of Labour, Ottawa. (Please do not send stamps.) Bound volumes for 1945 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—

An outline of the Activities of the Department during the fiscal year ended March 31, 1945. PRICE, 25 cents.

Labour Organization in Canada—

Reports published annually. Early reports, 50 cents. 1942, 1943, and 1944 reports, 25 cents.

Labour Legislation as Existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. PRICE, \$1.

Supplements for the years 1938, 1939, 1940, 1941-42, 1943, 1944, 1945. PRICE, 25 cents each.

Labour Legislation in Canada—

A historical outline of the principal Dominion and Provincial labour laws. August, 1945.

FREE ON APPLICATION.

Trade Union Law in Canada. (January, 1935.)

PRICE, 50 cents.

Wage Rates in Canada—

Report No. 27 on Wages and Hours of Labour in Canada 1944.

Wages in the Primary Textiles Industry in Canada, 1944 (Supplement to LABOUR GAZETTE, Feb., 1946.)

FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1945.

FREE ON APPLICATION.

Collective Agreement Studies—

Reprinted from the LABOUR GAZETTE.

No. 1—Collective Agreements in the Pulp and Paper Industry, Canada, 1944.

No. 2—Union Status in Collective Agreements in the Iron and Steel Industry in Canada, 1945.

No. 3—Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, Canada, 1945.

FREE ON APPLICATION.

Recommended Practice of Industrial Lighting, 1944.

PRICE, 25 cents.

Memorandum on Electric Arc Welding, 1946.

FREE ON APPLICATION.

International Labour Organization.

Twenty-sixth Session of International Labour Conference, Philadelphia, 1944.

Twenty-seventh Session, Paris, 1945.

Twenty-eighth Session, Seattle, 1946.

Third American Regional Conference, Mexico City, 1946.

FREE ON APPLICATION.

Safety in Building.

International Labour Convention and Recommendations of 1927. August, 1946. PRICE 10 cents.

Report of National War Labour Board

FREE ON APPLICATION.

The Employment of Children and Young Persons in Canada.

(December, 1930). PRICE, 25 cents.

Canadian Vocational Training.

Annual Report for 1944-45.

Vocational Training for Ex-Service Personnel.

Blueprint for a Skilled Job in the Construction Industry.

FREE ON APPLICATION.

Dominion Government Annuities—

Descriptive Booklet, Tables of Rates, Annual Report, Etc. FREE ON APPLICATION.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act.

PRICE, 50 cents.

Changes in Population and in the Labour Force.

(Supplement to LABOUR GAZETTE, December, 1945.)

FREE ON APPLICATION.

Dismiss—but What of a Job?

FREE ON APPLICATION.

Proceedings of National Joint Conference of the Construction Industry of Canada.

February, 1946. Reprinted from the LABOUR GAZETTE, March, 1946. FREE ON APPLICATION.

Reports on Labour-Management Production Committees.

Partners in Production.

Victory in the Making.

Handbook on Suggestion Plans.

Industrial Democracy at Work.

FREE ON APPLICATION.

Bulletins of Industrial Relations Series—

PRICE, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 5—Canada and the International Labour Conference.

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Sept. 1, 1920, to Sept. 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

Nos. 10, 12-16—Reports of Proceedings three-year periods—1927-1945.

Workmen's Compensation in Canada—

A comparison of provincial laws. August, 1946 (Mimeo-graphed.) FREE ON APPLICATION.

Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation.

August 1946. (Mimeographed.) FREE ON APPLICATION.

Legislation Concerning the Employment of Women—Provincial Laws.

July, 1945. (Mimeographed.) FREE ON APPLICATION.

Combines Investigation Act—

Reports on alleged combines in the following industries:

Distribution of Fruit and Vegetables in Western Canada, 1925. 20 cents.

Marketing of New Brunswick Potatoes, 1925. 20 cents.

Manufacture and Sale of Bread in Montreal, 1926. 10 cents.

Distribution of Fruits and Vegetables Produced in Ontario, 1926. 15 cents.

Wholesale and Retail Druggists and Manufacturers (re Proprietary Medicines and Toilet Articles), 1926. 10 cents.

Proprietary Articles Trade Association, 1927. 10 cents.

Amalgamated Builders' Council and Related Organizations, Ontario, 1929. 25 cents.

Electrical Estimators' Association, Toronto, 1930. 25 cents.

Bread-Baking Industry in Canada, 1931. 25 cents.

Motion Picture Industry in Canada, 1931. 50 cents.

Tobacco Manufacturers and other buyers of raw leaf tobacco, Ontario, 1933. 25 cents.

Importation and Distribution of British Anthracite Coal in Canada, 1933. 25 cents.

Anthracite Coal, 1937. 25 cents.

Distribution of Tobacco Products in Alberta and elsewhere in Canada, 1938. 25 cents.

Manufacture and Sale of Paperboard Shipping Containers and Related Products, 1939. 25 cents.

Wholesalers and Shippers of Fruits and Vegetables in Western Canada, 1939. 25 cents.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA, LL.D., C.M.G.

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLVII

JULY, 1946

[NUMBER 7

Notes of Current Interest

Administration of Combines Investigation Act

A Bill to amend the Combines Investigation Act was introduced in the House of Commons on June 5 by the Minister of Justice. The amendments proposed give legislative effect to a transfer of the administration of the Combines Investigation Act from the Minister of Labour to the Minister of Justice (L.G. Nov., 1945, p. 1606), and provide for modifying in some respects the procedure to be followed in dealing with alleged violations of the Act.

Proposed additions to the Act include provision for investigation of complaints alleging breaches of sections 498 and 498A of the Criminal Code, which concerns offences similar to those covered by the Combines Investigation Act, and remedial powers which would be available to the Exchequer Court of Canada to prevent uses of patents or trade marks to limit production unduly or to restrain or injure trade.

The Minister of Justice, referring in the House of Commons to the intention of the government to recommend to Parliament substantial implementing of the recommendations made in the report "Canada and International Cartels" (L.G., Nov., 1945, pp. 1614-1620), said the Bill had been designed for that purpose. When wartime price and supply controls exercised by the Wartime Prices and Trade Board and by Controllers under the Minister of Munitions and Supply are removed, he said, there would be opportunity for combinations which might be harmful to the public. For that reason the facilities of

the Combines Investigation Commission were being put into shape to deal with the situation.

Group insurance and medical benefits scheme discontinued

When in 1943, under authority of the National Selective Service Civilian Regulations, men were compulsorily transferred to high priority industry, one of the most intricate problems involved in their transfer was the continuation of group insurance and medical benefits.

When compulsory transfers were found necessary it was recognized that any loss of economic social security by the employee would not only be unfair, but it would have a very disturbing effect upon the man transferred and his dependents, and in such circumstances individual and community morale might suffer.

To avoid any such aftermath the officials of the Department of Labour, in co-operation with the Federal Department of Insurance and the Canadian Life Insurance Officers' Association, evolved a comprehensive scheme for the protection of the employee (L.G., 1945, p. 525).

The Regulations provided that any employee, directed by the Department of Labour to transfer, who was contributing to a group insurance or a medical benefit program, could elect to continue such a scheme under the new employer. A clearing house was set up in Montreal and the success of the Regulations is evidenced by the fact that in not one case of the 550 insured men transferred by the Department did an eligible employee

lose any of the benefits he had previously enjoyed. In most companies, the men responded one hundred per cent to the continued protection afforded and continued to belong to the same benefit plan even though they had been moved to different localities and different employers.

When the manpower problem eased those affected by the compulsory transfer order could elect to return to their previous employment or remain with the new employer. Although complete statistics are not available, officials of the Labour Department state that most of the men returned to their old jobs when given the opportunity to do so.

It is now felt that the wartime situation has re-adjusted to the point where the special arrangements on insurance and medical benefits are no longer needed. Accordingly a recent amendment to the National Selective Service Civilian Regulations revokes that part of the Regulations providing for carrying on of these schemes by transferred employees already covered by group insurance or medical benefits (P.C. 1878, May 10, 1946).

Earnings of wage-earners at 1941 Census

Average annual earnings of male wage-earners in all industries in Canada were \$993 during the 12 months ended June 2, 1941, and

those of female wage-earners \$490, according to a bulletin issued by the Dominion Bureau of Statistics giving final figures on the earnings of gainfully employed persons by industry groups and sex, as recorded at the 1941 Census. Male wage-earners totalled 2,117,357 and female wage-earners 699,441, the former being employed an average of 41.31 weeks during the 12 months and the latter an average of 40.67 weeks.

A wage-earner in the census is defined as a gainfully-occupied person who works for salary, wages, commission, or on a piece-rate basis of payment, whether he be a day labourer or the general manager of a bank. Deductions from pay for such purposes as pension schemes, taxes, war savings certificates and insurance are included in the earnings, but income from pensions, investments, workmen's compensation, relief and other sources of this kind are excluded.

Among industry groups, the highest average earnings for males were recorded in finance and insurance at \$1,657 a year. The figure for women in this group was \$751. Lowest annual earnings for males was in agriculture at \$298, in which the average for women was \$233. In connection with these figures, however, it is to be noted that the money value of room and board is not counted in the earnings recorded in the census. Indicative of the

seasonal nature of employment in agriculture, the average weeks worked was recorded at 35.42 and 28.97 for men and women, respectively.

Second highest annual earnings for men was \$1,588 in business, in which the average for women was \$758, followed by the electricity, gas and water group at \$1,436 for males and \$892 for female wage-earners, the highest figure recorded for the latter. In the public services, average earnings of males were \$1,352 and of females \$784, while for professional services the figures were \$1,249 and \$659.

Average earnings in manufacturing industries as a whole were \$1,075 and \$532 for male and female workers, respectively, with the highest average for males in non-ferrous metals at \$1,253 and the highest female in non-metallic minerals at \$638 a year.

Figures for other groups were: forestry, fishing and trapping, \$522 for males and \$441 for females; mining and quarrying, \$1,215 and \$833; construction, \$737 and \$690; transportation, including communications, \$1,204 and \$755; trade (retail and wholesale), \$1,085 and \$555.

Employment and industrial Statistics

The accompanying table gives the latest statistics available reflecting industrial activity in Canada, for certain months in the current year, as compared with the corresponding period in 1945.

The index of industrial employment, published by the Dominion Bureau of Statistics, rose from 168.9 in April to 169.2 in May. The cost-of-living index advanced to 123.6, the highest level reached in many years. A decline of 8.5 points in the physical volume of business during the month was recorded, the index being 184.3 in May, 1946 as compared with 192.8 in the previous month.

The index of industrial employment, published by the Dominion Bureau of Statistics, rose from 168.9 in April to 169.2 in May. The cost-of-living index advanced to 123.6, the highest level reached in many years. A decline of 8.5 points in the physical volume of business during the month was recorded, the index being 184.3 in May, 1946 as compared with 192.8 in the previous month.

Employment and earnings.—The trend of employment continued generally upward at the beginning of May, although the expansion was on a smaller scale than that indicated at April 1. The increase took place among male employees; a further slight falling-off was noted in the total number of women in recorded employment. In the latest survey of employment and payrolls the Dominion Bureau of Statistics tabulated reports from 15,867 establishments with a combined working force of 1,728,735 at May 1. This number exceeded by 3,262 the staffs reported by the same firms at the beginning of April. The gain registered was seasonal according to pre-war experience and was substantially below the usual increase at May 1 in the period since 1920. At May 1 since 1920 the movement has been upward except for the last three years when declines

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	June	May	April	June	May	April
Employment—						
Index ¹		169.2	168.9	175.3	175.5	176.9
Applications for employment ² . No.		6,152	5,921	7,990	7,261	7,863
Vacancies notified ² No.		7,077	6,786	7,908	7,953	10,059
Placements effected ² No.		3,191	2,929	5,064	5,151	5,586
Unemployment insurance claims						
No.		34,777	35,781	10,857	8,825	8,430
Unemployment in trade unions %			1.9			0.7
Earnings and Hours—						
Index, aggregate weekly payrolls ³		137.6	139.1	143.3	145.4	144.1
Per capita weekly earnings..... \$		32.06	32.48	32.10	32.55	32.00
Average hourly earnings..... cents		68.9	68.4	70.3	70.5	70.4
Average hours worked per week		43.0	44.4	44.3	45.5	43.6
Prices—						
Wholesale index ¹		108.6	108.2	104.0	103.6	103.3
Cost-of-living index ⁴	123.6	122.0	120.8	119.6	119.0	118.7
Physical Volume of Business—						
General index ¹		184.3	192.8	219.5	218.6	232.2
Industrial production ⁴		189.6	197.9	236.2	238.0	252.2
Mineral production.....		155.8	142.0	174.6	188.9	188.2
Manufacturing.....		186.9	189.9	252.5	256.1	271.1
Construction.....		302.6	426.3	203.6	160.0	211.3
Electric power.....		166.5	164.1	164.4	165.4	165.5
Distribution ⁴		173.4	182.3	191.0	178.6	190.7
Carloadings.....		148.4	143.9	156.0	153.5	148.7
Tons carried, freight.....		184.4	187.9	235.0	221.4	215.3
Imports.....		157.2	186.3	163.0	145.2	162.4
Exports.....		195.6	206.6	353.8	330.6	381.4
Retail sales, unadjusted.....		216.9	212.0	196.8	182.0	174.6
Retail sales, adjusted ⁴		208.2	211.6	184.4	175.9	179.7
Wholesale sales.....		260.1	238.3	206.9	205.9	197.3
Other Business Indicators—						
Common stocks, index ⁴	†123.3	124.4	125.1	102.5	97.2	94.2
Preferred stocks, index ⁴		159.7	157.8	137.2	132.4	130.3
Bond yields, Dominion, index ⁴	†84.4	85.1	84.3	95.6	96.0	96.0
Trade, external, excluding gold. \$		363,034,000	341,028,000	473,624,000	462,568,000	451,938,000
Imports, excluding gold..... \$		164,197,000	160,765,000	146,479,000	143,844,000	133,827,000
Exports, excluding gold..... \$		196,978,000	178,488,000	322,846,000	315,192,000	312,323,000
Bank debits to individual accounts..... \$		6,115,643,000	5,774,660,000	6,085,574,000	6,893,992,000	4,855,105,000
Bank notes in circulation ⁴ \$			984,000,000	970,200,000	937,200,000	952,600,000
Bank deposits in savings..... \$		3,305,702,000	3,237,508,000	2,645,537,000	2,562,900,000	2,734,670,000
Bank loans, commercial, etc..... \$		1,140,356,000	1,113,796,000	1,109,492,000	1,249,150,000	1,022,511,000
Railways—						
Car loadings, rev. freight cars ⁷ ..	280,130	262,640	260,244	296,762	272,908	280,944
Canadian National Railways						
operating revenues..... \$			27,804,000	35,399,000	33,270,000	31,715,000
operating expenses..... \$			23,291,000	36,843,000	26,495,000	24,524,000
Canadian Pacific Railway						
traffic earnings..... \$		22,589,000	22,548,000	28,073,000	26,622,000	26,400,000
operating expenses, all lines. \$		21,540,000	21,346,000	23,921,000	23,086,000	23,386,000
Steam railways, revenue freight in ton-miles.....			4,155,976,000	5,918,514,000	5,739,438,000	5,367,901,000
Building permits..... \$		45,324,000	55,403,000	19,574,000	17,860,000	17,850,000
Contracts awarded..... \$		82,199,000	75,919,000	58,875,000	38,271,000	34,296,000
Mineral production—						
Pig iron..... tons		159,101	142,240	159,046	155,574	156,070
Steel ingots and castings..... tons		259,626	247,519	257,115	267,643	274,213
Ferro-alloys..... tons		14,004	13,083	18,473	19,883	18,350
Gold..... oz.			238,216	212,163	217,556	223,737
Coal..... tons			1,364,000	1,271,000	1,172,000	1,321,000
Copper..... lb.			31,887,000	44,380,000	41,166,000	42,954,000
Nickel..... lb.			18,480,000	22,644,000	23,484,000	21,661,000
Lead..... lb.			30,864,000	25,176,000	25,555,000	28,172,000
Zinc..... lb.			41,695,000	43,469,000	45,428,000	43,386,000
Timber scaled in B.C..... F.B.M.		228,427,000	291,447,000	297,112,000	273,788,000	234,705,000
Flour production..... bbl.		2,344,000	2,217,000	2,134,000	2,108,000	2,126,000
Footwear production..... pairs		4,103,000	3,878,000	3,287,000	3,335,000	3,275,000
Output of central electric stations..... k.w.h.		3,615,777,000	3,506,258,000	3,407,170,000	3,593,074,000	3,534,157,000
Sales of life insurance..... \$			104,164,000	66,246,000	62,178,000	69,682,000
Newsprint production..... tons		359,943	337,862	266,420	264,460	245,430

† Week ended June 27, 1946.

* Base 1926=100.

* Daily averages.

* Base June, 1941=100.

* Base 1935-1939=100.

* Adjusted, where

necessary, for seasonal variation.

* Notes in the hands of the public at the end of the month.

* Figures for four weeks

ended June 29, 1946, and corresponding previous periods.

were recorded. Based on the 1926 average as 100, the latest index was 169.2 as compared with 168.9 at April 1, and 175.5 at May 1, 1945.

A considerable expansion of employment in manufacturing was recorded for the second month in succession. The gain of 6,324 employees was seasonal and although not equal to the average increase at the beginning of May in the period since 1920, compared favourably with the recessions shown at May 1 in the last three years. The greatest improvement in the group at May 1 as compared with the previous month took place in iron and steel plants which reported an addition of 2,859 persons. Substantial gains were also indicated in animal food, lumber, pulp and paper, and electrical apparatus manufacturing. Smaller gains were reported in the remaining manufacturing sub-groups with the exception of rubber, textile, tobacco and chemical firms in which employment was at a lower level.

Among the non-manufacturing industries, only logging showed curtailment. A loss in coal mining was recorded but metallic and non-metallic mining showed greater activity. An expansion was indicated in communications at May 1 as compared with April 1. Improvements of a seasonal nature were noted in transportation, building and highway work, services and trade.

Although there was an increase in employment at May 1, the aggregate weekly salaries and wages of \$55,412,730 paid at this date were 1.1 per cent lower than at April 1. The decline was due to time lost during the Easter holidays. Average weekly wages in recorded employment were \$32.06 as compared with \$32.48 at April 1, and \$32.55 at May 1, 1945. In earlier years for which data are available, the May 1 averages were: 1944, \$32.26; 1943, \$30.59 and 1942, \$28.59.

Prices.—The Dominion Bureau of Statistics' cost-of-living index (base 1935-1939=100) advanced from 122.0 for May 1 to 123.6 for June 1, 1946. The major part of this increase was due to the food group which has risen more than 43.0 per cent since August, 1939.

The most important factor in the June advance in foods was the general increase of 2 cents per quart in the retail price of milk following removal of the consumer subsidy. The food index for June which rose 4.4 points also reflected higher quotations for fresh vegetables and fruits, eggs and meats. Moderate increases were recorded in three other group indexes: clothing moved from 123.7 to 124.3, home furnishings and services from 122.1 to 122.4, and miscellaneous items from 111.5 to 112.1. Rentals and fuel and light were unchanged at 112.6 and 107.2 respectively. The

increase in the cost-of-living index since August, 1939, was 22.6 per cent at June 1.

Index of the Physical Volume of Business.—The index of the physical volume of business declined from 192.8 in April to 184.3 in May, 1946. The index of industrial production receded 8.3 points to stand at 189.6. Slight improvements were noted in mineral production and electric power while declines were indicated in manufacturing and construction, in the latter from 426.3 to 302.6. The index of distribution, based upon railway traffic, internal and external trade, decreased to 173.4 in May from 182.3 in April. An advance was noted in carloadings but there were substantial declines in imports and exports.

Compared with the corresponding period of 1945, the majority of the major economic factors averaged higher in the first four months of 1946. Wholesale prices continued the trend upward. The index of the physical volume of business however was 15.6 per cent lower and a decline of 6.2 per cent was noted in the index of general employment. Gold receipts at the Mint rose 11 per cent while coal mining showed an increase of 7 per cent. Generally, employment in mining averaged higher.

The discontinuance of munitions production put manufacturing at a lower level in the early months of 1946. A recession occurred in the meat-packing and dairy industries but expansion was shown in flour of 11 per cent in the first quarter and in newsprint production of 29 per cent. The operations of the railroads were slightly lower in regard to tonnage carried and number of cars loaded. Very marked advance was recorded in the new business obtained by the construction industry; the gain in the value of contracts awarded was 147 per cent while building permits were three times as great as in the first four months of 1945. Employment in building construction was about 45 per cent higher.

Tom Moore,
noted leader
of Canadian
labour, dies
in Ottawa

After a long period of failing health, Tom Moore, one of the most noteworthy of Canadian Labour leaders, died at his home in Ottawa on July 6. A few years earlier

he had suffered a stroke from which he never fully recovered. During that time he was practically in retirement.

Mr. Moore was born in England in 1878 and came to Canada in 1909. His first association with Canadian organized labour began shortly after his arrival in the Dominion, when he became a member of Local No. 713, United Brotherhood of Carpenters and Joiners of America, Niagara Falls.

From 1911 to 1918 he served as general organizer of the Brotherhood. In the latter year, he was elected President of the Trades and Labour Congress of Canada at its convention in Quebec City. He continued as President until 1935, when he was appointed Vice-chairman of the National Employment and Social Insurance Commission by the Dominion Government. In 1938, the Commission was disbanded and in 1940 he was again elected President of the Trades and Labour Congress, upon the retirement of the late P. M. Draper.

That Mr. Moore's ability and influence as a labour leader extended far beyond the Dominion was shown by his appointment in 1922 as one of the labour members on the Governing Body of the International Labour Office in connection with the League of Nations at Geneva. His service in that capacity brought him recognition as one of the "authentic voices" in organized labour throughout the world.

He represented Canadian organized labour at a number of other National and International assemblies, notably the Pacific Relations Conference at Kyoto, Japan in 1929, the British Commonwealth Labor Conference in London and the meeting of the International Federation of Trade Unions at Amsterdam, Holland.

Upon being informed of Mr. Moore's death Hon. Humphrey Mitchell, Minister of Labour paid him the following tribute:

"The passing of Mr. Tom Moore will, I am sure, be deeply regretted generally throughout Canada but particularly in the labour movement where he was such an outstanding figure for so many years.

"To me it means the loss of a close personal friend from whose fountain of knowledge of labour problems I often drew counsel and advice. No one has contributed more to the advancement of the cause of labour in Canada than the late Mr. Moore. Coming from the ranks of the workers himself he understood their problems. Over the years, he developed into a wise, sound reasoning but firm labour leader. Early in his career he had won the respect and confidence of the workers and it was not long before he also had the respect of the employers. This happy situation enabled Mr. Moore to serve well those he represented and to contribute much to the general industrial progress of our country.

"His election as head of the Trades and Labour Congress of Canada and the succeeding terms of office which were unanimously given to him illustrate how warm a place he held in the hearts of his fellow trade unionists.

"Responsible Government positions also came his way through which by his talents and his intimate understanding of labour and social questions he was able to render valuable services to his country.

"Everyone who knew Mr. Moore was sorry when he became ill two years ago. Since then his health has been poor and he was forced into a period of inactivity which I know was unwelcome. He had been busy helping others all his life and he wished to continue to do so. He realized, however, it could not be.

"In trade union halls across Canada today there will be sincere mourning because Mr. Moore is dead."

Having fulfilled its purpose of speeding the release of members of the Armed Forces for essential work during the early stages of reconversion, the Industrial Selection and Release Plan was terminated at the end of May.

During the operation of the plan, a total of 42,870 applications were considered and 35,452 members of the Armed Forces were recommended for release. By the end of April, 30,714 individuals had actually been released. A certain percentage of those recommended for release decided to remain in service and others for various reasons could not be spared by the Services.

In announcing the termination of the plan, the Hon. Humphrey Mitchell, Minister of Labour, stated that demobilization had now reached a point where the plan could no longer be of service to the country. It had been designed to speed up the release of service personnel for key positions in industrial reorganization and to provide much needed essential workers for vital industries such as agriculture, lumbering and construction.

The plan was terminated by the revocation on May 31 of two Orders in Council under which the plan had operated for approximately the past year, and which had provided for an Industrial Selection and Release Board, an Industrial Selection and Release Committee, and the Government Services Selection and Release Committee. (L.G., 1945, pp. 810, 1077).

In making the announcement, the Minister commended the work of all those concerned with the plan which had completely fulfilled the purpose for which it had been designed. He recalled that the pressure of work during the first few months following the war had been tremendous, but that in spite of this no serious criticism of the operation of the plan had been made.

Wartime Labour Relations Board statistics

The Wartime Labour Relations Board (National) received 35 applications for certification during the period from January 1 to June 15, 1946. It decided on 42 applications in total: 31 certifications for collective bargaining units were granted, one was referred to Provincial Board, six were rejected and four were withdrawn. The Board ordered five representation votes.

The Board, since it became effective on March 20, 1944, has received 357 applications of which 335 have been decided and 22 remain unresolved as of June 15, 1946. The dispositions were as follows:

Certification was granted in 220 cases; applications were referred to Provincial Boards in 25; 43 applications were rejected and 47 were withdrawn. A total of 64 representation votes was ordered.

The Board dealt with a total of 90 applications for leave to appeal and appeals, since its inception, of which 23 were granted, 55 were denied and 9 were withdrawn. At the close of the period three cases were outstanding.

Statistics pertaining to the activities of the Provincial Wartime Labour Relations Boards from January 1 to June 15, 1946, were as follows: 546 applications for certification were received, of which 378 were granted, 50 rejected, 49 withdrawn and 181 were pending at the close of the period.

British Columbia and Ontario recorded the largest number of applications with 295 and 128 respectively.

Labour Dept. officials honoured by His Majesty the King

On July 1, several hundred Canadian public servants and private citizens were awarded honours and decorations by His Majesty the King, for meritorious and distinguished service during the war.

Among these, officials of the Federal Department of Labour were awarded honours as follows:—

C.M.G.

(Companion of the Most Distinguished Order of St. Michael and St. George)

Arthur James MacNamara, LL.D.; Deputy Minister and Director of National Selective Service.

C.B.E.

(Companion of the Order of the British Empire, Civil Division)

Murdock Mackay MacLean; Director of Industrial Relations.

O.B.E.

(Officer of the Order of the British Empire, Civil Division)

Robert Fleming Thompson, M.C.; Director of Vocational Training.

Paul Goulet; Assistant to Deputy Minister. (Appointed official representative of the Department to the Governing Body of the I.L.O., April, 1946.)

Mrs. Rex Eaton; Associate Director, National Selective Service.

In addition, the following Regional Directors, National Selective Service were awarded the M.B.E. (Member of the Order of the British Empire, Civil Division).

George William Ritchie; Ontario Region. (Appointed a member of the Unemployment Insurance Commission, May, 1946.)

Hector Dupuis; Quebec Region.

Hon. Michael Dwyer; Maritimes Region.

Herbert Phillip Crabb; Prairie Region.

Frederick Smelts; British Columbia Region.

Among those who were awarded honours in the King's List were leaders of organized labour in Canada. These, with their titles included:—

C.B.E.—Commander of the Order of the British Empire:

Percy Robert Bengough, president, Trades and Labour Congress of Canada.

Aaron Roland Mosher, president, Canadian Congress of Labour.

Alfred Charpentier, president, Canadian and Catholic Confederation of Labour.

James Ward, chairman, General Conference Committee of Railway Brotherhoods.

Howard B. Chase.

O.B.E.—Officer of the Civil Division of the Most Excellent Order of the British Empire:

Joseph Arthur D'Aoust, vice-president, Trades and Labour Congress of Canada.

Gerard Picard, secretary, Canadian and Catholic Confederation of Labour.

John W. Bruce, general organizer, United Association of Plumbers, Steamfitters of the United States and Canada.

Ernest Ingles, vice-president, International Brotherhood of Electrical Workers.

Arthur J. Kelly, legislative representative, Brotherhood of Railroad Trainmen.

Fred Molineux, former representative of Brotherhood of Painters, Decorators and Paperhangers of America.

M.B.E.—Member of the Order of the British Empire:

James A. Whitebone, vice-president, Trades and Labour Congress of Canada.

Birt Showler, vice-president, Trades and Labour Congress of Canada.

Carl E. Berg, vice-president, Trades and Labour Congress of Canada.

Patrick Conroy, secretary, Canadian Congress of Labour.

Arthur J. Crawford, vice-president, International Association of Sheet Metal Workers.

Joseph Corbett.

Alfred Farmillo, secretary, Civil Service Association of Alberta.

Gustave Francq, secretary, Quebec Provincial Federation of Labour.

Arthur Martel, ex-board member, United Brotherhood of Carpenters and Joiners of America.

George A. Smith, United Brotherhood of Carpenters and Joiners of America.

Frank H. Gillespie, general chairman, Alberta Region, Canadian Brotherhood of Railway Employees.

Robert Livett, president, District 18, United Mine Workers of America.

Elroy Robson, vice-president, Canadian Brotherhood of Railway Employees.

Retirement of Mr. J. Lacelle severs historic link with Dept. of Labour

After 40 years and 9 months service in the Department of Labour, Mr. Joseph H. Lacelle was honoured upon the occasion of his retirement by the entire headquarters staff in a formal presentation on June 26.

The Minister of Labour, Hon. Humphrey Mitchell, who presided, and Dr. Arthur MacNamara, C.M.G., Deputy Minister, reviewed Mr. Lacelle's long and valued association with the Department, and his career of loyalty and service were commended before a staff audience which comprised several with whom Mr. Lacelle had been associated for a long period as well as many who were comparative "youngsters", in a tradition of service to which he had given such fidelity.

Mr. Lacelle entered the service of the Department on November 6, 1905. Sir Wilfrid Laurier, then Prime Minister, had established the Department of Labour only five years before. The present Prime Minister, Right Hon. W. L. Mackenzie King, was then Deputy Minister and editor of the *LABOUR GAZETTE*. The Minister of Labour and Postmaster General was Sir William Mulock. It was not until 1908 that a separate portfolio

for the Department was established with the young Deputy Minister, Mr. King, moving up to become its Minister.

The Department of Labour, when Mr. Lacelle joined it, had a total staff of twelve as follows: W. L. Mackenzie King, Deputy Minister and editor of the *LABOUR GAZETTE*; F. Giddens, secretary; R. H. Coates, associate editor; V. Dubruille and D. O'Donoghue, fair wage officers; F. J. Plant, circulation clerk; Harry Andrews, assistant; E. N. Williams, supplies clerk; W. W. Edgar, and Miss E. Sherman. Mr. Lacelle, coming in as messenger, made the twelfth member of the new Department.

Possessed of a keen mind and an excellent memory, Mr. Lacelle was the Department's one-man filing system and had an unerring instinct for filing and finding documents.

He has watched the Department grow from those early years when it was only an experiment in promoting labour relations to its present status covering a wide jurisdiction in the social, economic and industrial life of the country.

Farm wage rates advance

Wage rates paid for farm help in Canada averaged higher at May 15 this year than on the corresponding

date of 1945, according to returns received by the Dominion Bureau of Statistics from farm correspondents in all provinces of the Dominion. This year's advance follows upon a similar rise last year over the same date of 1944.

For all Canada the average rates were \$3.25 per day and \$71.36 per month with board as compared with \$3.04 and \$66.88 in 1944, and \$4.15 per day and \$96.27 per month without board as against \$3.89 and \$90.60. These rates, the Bureau states, are almost the same as those paid last year at August 15, which is usually the high point for the year, and a further increase by August is thus indicated if crop prospects are maintained at anywhere near normal.

The highest wage rates were reported from the three westernmost provinces. British Columbia led with rates of \$3.80 per day and \$79.60 per month with board and \$4.74 per day and \$104.05 without board. For Ontario the average rates reported were \$3.29 per day and \$64.80 with board, and \$4.19 per day and \$89.40 without board. For Quebec the rates per day were lower than in Ontario at \$3.10 with board and \$3.96 without board, but higher per month at \$68.94 and \$93.96, respectively. Prince Edward Island had the lowest rates at \$2.53 per day and \$55.76 per month with board, and \$3.28 and \$77.37 without board.

Average rates per month with board by provinces, with rates for corresponding date of 1945 in brackets, were: British Columbia, \$79.60 (\$70.15); Alberta, \$76.16 (\$74.76); Saskatchewan, \$77.24 (\$75.92); Manitoba, \$68.75 (\$70.01); Ontario, \$64.80 (\$59.86); Quebec, \$68.94 (\$59.68); New Brunswick, \$76.98 (\$75.32); Nova Scotia, \$70.39 (\$64.07); Prince Edward Island, \$55.76 (\$50.19).

Dates of annual labour conventions announced

The dates of their annual conventions have been announced by the three major central labour bodies of Canada. The Canadian Congress of Labour

will hold its convention at the Royal York Hotel in Toronto, commencing on September 23, and continuing until its business is concluded. The Trades and Labour Congress will convene in Windsor on September 18, and the Canadian and Catholic Confederation of Labour in Quebec from September 16 to September 20.

Western farm workers assist on Ontario farms

Approximately 2,500 western farm workers moved to Ontario during June and early July to help hard-pressed Ontario farmers with haying and early harvesting operations. Recruited in Alberta, Saskatchewan and Manitoba under the Dominion-Provincial Farm Labour Program, the men were given free transportation east.

Workers taking part in the movement will return to the west during the latter part of August when a reciprocal movement of eastern workers to the Prairies will take place as required.

New government savings plan to be made available to public

A plan to provide facilities to the public for the investment of savings in government securities during peacetime was announced in the House of Commons on June 21, by the Rt. Hon. J. L. Ilsley, Minister of Finance.

A new bond, the Canada Savings Bond, is to be introduced in the fall. No new victory loan campaign will be held, and the sale of war savings certificates and stamps will be discontinued.

The new bond may be purchased at banks or other financial institutions, or under the payroll deduction plan now in effect. The

Minister stated that under the latter plan employees would be able to adjust the amounts of the deductions in accordance with their peacetime needs.

Canada Savings Bonds will be issued in denominations of \$50, \$100, \$500 and \$1,000, with annual interest coupons attached. The Minister said: "The exact rate of interest and the maturity date of these bonds cannot yet be announced, but I can say that the terms will be more favourable than those existing for comparable investments at the time of issue. For this reason, a limit will be placed on the amount of Canada savings bonds anyone can hold, and they will be sold only to individuals.

"The bonds will be registered in the name of the owner. This registration, in addition to providing control of purchases in the name of one holder up to the limit decided upon, will render service to the holder in protecting him against loss of his investment through theft or destruction of his bond.

"The Canada savings bond will be redeemable at 100 per cent plus interest at any branch of any chartered bank in Canada upon presentation of the bond by the registered owner. Identification of the person presenting it as the owner will, of course, be necessary."

The Minister added: "I should also point out to employees that their employer is acting solely in their interest in offering the opportunity for deductions from their pay. Although the government has attempted to lighten the work, the administration of payroll deduction plans still involves employers in expense and responsibility."

Construction of dwellings during 1945

During 1945, a total of 35,881 new buildings were constructed in Canada for dwelling purposes, according to a report issued by the

Dominion Bureau of Statistics on 1945 housing statistics.

Construction of these buildings made possible the provision of 41,386 dwelling units; while the conversion or reconversion of existing buildings brought the total number of dwelling units created during the year to 47,356.

By type of building the figures show 32,298 new single dwelling units completed in 1945, 1,800 units in semi-detached or double houses, 235 in rows or terraces, 1,894 in duplexes, 1,044 in triplexes, 2,965 in apartments, 969 in buildings containing business premises and apartments, 181 unclassified, and 5,970 in buildings converted or reconverted. Of the total, 41,386 units were provided by the construction of 35,881 new buildings.

Dressmaking course for women veterans

To meet the insistent demand for seamstresses and to assist in the re-establishment of women discharged from the Armed Forces, the Canadian Vocational Training Branch of the Department of Labour has established several schools for dressmakers at centres across Canada. These schools have been, and are, performing useful service under the general supervision of Miss Marion Graham, Director of Women's Training, Canadian Vocational Training Branch. A great many women veterans have been taking advantage of the training in preparation for work in garment manufacturing plants, while others want to learn how to make their own clothing and possibly, to supplement their husband's incomes by work outside the home.

Every effort has been made to secure competent instructors and equipment for the C.V.T. schools. The courses usually extend over a period of six months and, although the syllabi differ somewhat in the several centres, the training given in all of them is of comparable value.

The only academic standing required is Entrance to High School, but graduation from high school is preferable. At the school in Toronto, for example, the course is divided into two sections.

Part I—Dressmaking: Here the student works from commercial patterns and receives complete instruction in the making of all types of dresses, lingerie, sportswear, dressmaker-suits and children's clothing. She is trained in the operation and care of machines, irons, automatic irons, velvet boards, pinkers, scissors, etc. Instruction is also given in the qualities, properties, and the preparation and care of materials, commercial patterns, types of figures and body measurements. She is also given practice in identifying materials, laundering, cleaning and spotting, shrinking and pressing, identifying and choosing patterns, materials to cover figure defects and adjusting patterns to measurement. Then too, the student is taught cutting and assembling, fitting, altering, finishing and pressing garments.

Part II—Designing: The success achieved by these courses prompted an extension of the project. Courses in dress designing have been set up at a number of the schools. Arrangements have been made with the Rehabilitation Boards to review the cases of individual applicants for this additional training and to make the necessary recommendations. It is expected this "screening process" will determine with a considerable degree of accuracy the eligibility of applicants. Under this advanced course students will learn pattern

making, the application of slopers, draping and sketching.

The greater number of Canadian dress manufacturers, especially those that make less expensive dresses employ pattern makers instead of designers. Consequently, the number of employment openings for designers is relatively small. Nevertheless, pattern makers or other dress making students who give evidence of having the potential qualifications are given the opportunity, through the new course, to advance into the higher category.

Ontario Institute of Textiles

The Province of Ontario will open an Institute of Textiles, to train personnel desirous of securing employment in the industry.

Premier George Drew announced recently.

The school, which is to be located in Hamilton, will be completely financed by the Provincial Government; an advisory committee composed of representatives of the industry's employers and employees has promised to give the institute its active support.

The Board of Governors will consist of Mr. L. S. Beattie, Director of Vocational Education for Ontario; Mr. Hugh H. Lawson, Vice-President, York Knitting Mills, and the principal of the school, who has not yet been named.

Establishment of the Institute of Textiles, Mr. Drew said, is the most recent development in the Province's program of technical institutes. The Ontario Mining Institute is already in full operation and a site has been obtained between Port Arthur and Fort William for an institute to serve industries in that area.

Holidays and wages in B.C. and Saskatchewan

The Saskatchewan Annual Holidays Act (L.G. Dec. 1944, p. 1544) went into effect on July 1. Proclamation of the Act was made

possible by an amendment to the Federal Wartime Wages Control Order (L.G., Feb., 1946, p. 142) returning to the provinces jurisdiction over minimum wage rates, hours of work and vacations with pay, effective June 30.

The Act provides two weeks' holidays with pay for all workers except those in farming, ranching, and market gardening or where only members of the employer's family are employed. Agriculture and horticulture may be brought under the Act if the Minister of Labour considers it administratively possible.

One section not proclaimed would require a worker, who during his holiday engages in paid employment, to return his holiday pay to his employer or authorize the employer to deduct it from his wages. The other section

would permit a worker to forego his holiday, but not his holiday pay, because of a shortage of labour, provided that a written agreement between him and his employer is filed with the Deputy Minister of Labour.

New minimum wage rates have been established from July 1 in British Columbia and from July 22 in Saskatchewan. In British Columbia these rates represent an increase of from 20 to 38 per cent in eight classes of undertakings and of 20 per cent in other classes of establishments including most factories and shops. In Saskatchewan the new rates are some 12 per cent higher. (See elsewhere in this issue, p. 995).

**British scheme
for following up
disabled persons
after placement
in employment**

Reference was made in the April issue of the *LABOUR GAZETTE* (p. 432) to the coming into effect in the United Kingdom of the Disabled Persons (Employment) Act, under the provisions of which British employers are required

to hire enough disabled persons to equal two per cent of their total employment.

Up to April 15, 1946, a total of 482,221 disabled men and women had registered under the act, of whom 287,818 were ex-service personnel. Most of these persons were employed at the date under review, but 55,854 (including 2,328 women) were still without jobs. Of this number 46,404 were classified as "suitable for ordinary employment" while 9,450 required employment under special conditions.

A scheme for following up disabled persons after they have been placed in employment has been introduced at certain selected government employment offices. This scheme is announced as the first step in the introduction of a complete follow-up program.

The main principles underlying the scheme are, first, that a mere written inquiry is not enough—wherever possible there should be a personal inquiry; and, secondly, that these inquiries should not be forced on individuals who do not want to be interfered with. Every registered disabled person who is placed in employment is, at the time of placing, invited to keep in touch with the Disablement Rehabilitation Officer and to keep him informed of his progress, the object being to make sure that the individual is satisfactorily resettled, and to collect information which will throw light on the general problems of disablement.

Under the new scheme those who are to be followed up will, at the time of placing, be given a definite appointment about six weeks ahead to come and see the Disablement Rehabilitation Officer. If they fail to attend they will receive a reminder, or a personal inquiry or visit will be made, as appropriate. If the

inquiry shows that the person is satisfactorily resettled, no further action will be taken until the second follow-up which will take place six months after placing. If, however, the six weeks' inquiry shows that the disabled person is either unemployed or that his employment is unsatisfactory, immediate steps will be taken to secure satisfactory resettlement. This may involve finding a new job, possibly after consultation with the Disablement Advisory Committee; it may mean that further medical guidance is required; or the difficulty may be one which can be solved by consultation with the employer. Whatever steps seem necessary to solve the difficulty will be taken.

At the second follow-up, which takes place six months after the original placing, inquiries similar to those made at the end of the first six weeks will be made to ensure that resettlement is satisfactory.

The information obtained from this follow-up review of disabled persons should provide useful material for measuring the results of resettlement action, and should, in addition, throw light on the general problems of resettling the disabled in industry.

**Operation of
Reinstatement
Act in United
Kingdom**

Under the provisions of the British Reinstatement in Civil Employment Act, which came into force on August 1, 1944 (L.G., 1944, pp. 264, 820), any person

who claimed that his rights under the Act were being denied him could apply to a Reinstatement Committee.

Up until December 31, 1945, only 505 cases had come up for decision in Great Britain, but in the first three months of 1946 the number of cases dealt with was 849. The increase followed the release of large numbers of men and women from the Forces.

Where a Reinstatement Committee is satisfied that default has been made by the former employer of an applicant in the discharge of his obligations under the Act, the Committee may make either an order for reinstatement or for compensation, or both, having regard to the circumstances of the case. When the employer is not in default no order is made.

A summary of the decisions given by Reinstatement Committees up to the end of March, 1946, is as follows:—

Orders requiring employment to be made available to applicant	357
Orders requiring payment of compensation	84
Orders for both reinstatement and compensation	322
	<hr/> 763
Cases where no order was made against the employer concerned	591
Total of cases decided	1354

The Act makes provision for appeal from the decisions of Reinstatement Committees to an Umpire. Up to the end of March the Umpire had given his decision in respect of 92 appeals, in 64 of which he confirmed the Committee's ruling, reversing it in the other 28 cases.

Government action in Britain to raise status of domestic work A National Institute of Houseworkers to furnish a regular supply of qualified domestic workers is to be set up in Great Britain. The Government's decision was announced on February 7, and the functions of the Institute outlined by the Minister of Labour and National Service:

The Institute will have the functions of securing training for domestic employment in households, to standards which it will lay down, either in technical institutions, Government training centres or its own training centres. Workers trained in this way and others who give satisfactory proof of their qualifications will be given certificates of efficiency by the Institute. Such workers will be placed, in co-operation with the employment exchanges, either with employers or with the Home Helps Service which local authorities are now developing, and it is hoped that this will open up a new field of labour supply for this valuable social service.

Such an Institute was proposed in the Report on Post-War Organization of Private Domestic Employment which was prepared by Miss Violet Markham and Miss Florence Hancock, who were requested by the Minister to review the schemes concerning domestic employment received by the Ministry and to make recommendations for future plans. (L.G. 1945, p. 942). The primary object of the Institute will be to raise the status of domestic employment and to attract more workers, thus assisting hospitals and other institutions where the need for domestic workers is most acute. In addition to supplying competent domestic workers, the Institute will fix minimum rates of wages and conditions of work.

The Institute is to be established in the first place on a limited basis. The report suggested, as a beginning, three branches in London and 10 or 12 branches in other centres, with at least one serving an agricultural area.

Although, as a general rule, domestic workers holding the Institute's certificate will be employed by those for whom they work, a staff of trained employees of the Institute will be organized in a few selected centres to work, on an hourly basis and at a charge calculated to cover the full cost, for housewives who cannot afford or do not wish to engage full-time domestic help. Employers will be expected to conform to the standards established

by the Institute. In co-operation with the Education Departments, the Institute will arrange for the instruction of housewives in up-to-date methods of organizing domestic work and will serve as a centre for research into the problems of supply and demand for domestic workers.

The New Zealand scheme for a home-aid service through the National Employment Service is noted on p.834 of the June issue of the *LABOUR GAZETTE*.

Aid to British employers in establishing personnel departments

The United Kingdom Ministry of Labour and National Service has undertaken a service to help employers to organize or improve personnel departments in their establishments.

A Personnel Management Section has been set up within the Ministry which will provide expert advice on the subject. The Section will also give special attention to factories which are too small to warrant the appointment of a personnel officer but where expert advice as to management of personnel is needed.

The advice given will cover such subjects as employment, comfort, joint consultation, health and safety, welfare services, education and training. The attention of firms will be drawn to special services available in other branches of the Ministry of Labour, such as training within industry, or in other Government Departments, such as the Production Efficiency Services of the Board of Trade.

Report of court of inquiry into bus workers' wages, etc.

A Report has been made by the Court of Inquiry set up by the Minister of Labour and National Service on February 20, under the Industrial Courts Act, 1919, with Sir John Forster

as chairman, to inquire into a difference between the two sides of the National Council for the omnibus industry on the trade union application for a national agreement. The National Council, constituted in 1940, consists of trade union representatives and, on the employers' side, of representatives of both municipal and company-owned omnibus undertakings. The original union claim was for a national agreement on conditions, but because of the delay in reaching a settlement and the emergence of other factors, the unions decided to press also for a national wages agreement. Heretofore, separate agreements have been made with the 63 undertakings represented on the National Council.

As a national agreement was secured between the unions, on the one hand, the muni-

cipal undertakings and the London Passenger Transport Board, on the other, while the inquiry was being held, the recommendations of the Report concern only company undertakings.

The Court rejected the companies' argument that their services differ essentially from municipal undertakings. In its view there may be no more difference between company-operated and municipally-operated undertakings than between one municipal undertaking and another.

The Court recommended that, for wages purposes, the omnibus companies should be divided into two groups based on existing drivers' rates, the companies paying more than 90s. 6d. a week being in Group 1 and those with a rate of 90s. 6d. or below should be in Group 2. It suggested that provision should be made for appeals against grouping.

Increases in wage-rates to the levels recently agreed upon in respect of London Passenger Transport and municipal workers of similar grades were recommended. To bring wages up to these schedules, it is proposed that drivers and conductors in both groups should receive an immediate increase of 7s. 6d. a week. Where this increase does not bring the worker to the maximum of his scale, the difference should be divided by four, one part to be granted immediately and the remainder by equal annual increments over three years.

The rates recommended for drivers in Group 1 are 96 to 100s. a week, in Group 2, from 92 to 98s.; for conductors in Group 1, from 92 to 96s., and in Group 2 from 90 to 94s. a week. For garage staff, the same method of granting increases should apply, the maximum rates, according to the particular grades, to be 91s., 94s. 6d., and 98s. 6d. For skilled maintenance engineers the Court suggests an increase to 105s. a week.

Present differentials between men and women should be maintained pending the findings of the Royal Commission on Equal Pay, and there should be no consolidation of basic wage rates and war bonuses.

As regards the union claim for a new agreement on conditions, the Court considered that the "Model Conditions" were, in effect, national conditions and that the existing arrangement by which "Model Conditions" may, on application, be substituted as a whole for an existing conditions agreement should continue.

In pointing out that the proposed increases would cost the companies about £3½ million a year, the Court "emphasized strongly that in the absence of changes of circumstances affecting the whole omnibus industry, the new wage rates should hold for a number of

years," and in its opinion fares need not be increased at present.

The Report was considered by the National Council for the industry and it was agreed to recommend its acceptance to the constituent parts on both sides of the Council. Omnibus workers employed by the companies have now accepted these recommendations.

Meeting of Anglo-American Trade Union Committee

A delegation of the British Trades Union Congress, headed by Sir Walter Citrine, late in May visited the United States to confer with CIO officials on problems facing the labour movements in both countries. The field of discussion covered by this recently formed Anglo-American Trade Union Committee (L.G., Nov., 1945, p. 1609) embraced such varied points as collective bargaining, minimum wages, the forty-hour week, health and safety standards, and problems of workers' security in the post-war world.

Sir Walter Citrine, and CIO President Phillip Murray in a joint statement issued at the conclusion of the formal meetings said that the Committee "has enjoyed a fruitful discussion of the major problems affecting the labour movements of Great Britain and the United States. As representatives of the British Trade Union Congress and the CIO, we have surveyed the problems concerning the development of industrial democracy in our two countries and exchanged past experiences in developing strong union organizations."

They stated that they felt the meeting had been extremely beneficial and believed "that continued forms of these international discussions can prove tremendously helpful in developing international friendship."

It is expected that the Committee will again convene in England later in the year.

Pres. Truman vetoes anti-strike legislation

A United States Bill, which would have made strikes illegal until termination of a thirty-day cooling-off period in industries affecting inter-state commerce, excluded supervisory personnel from membership in trade unions, made labour organizations liable to damage suits and injunctions for breach of collective bargaining contracts, and outlawed sympathetic strikes, was vetoed by President Truman on June 11. The veto was sustained in the House of Representatives by a five vote margin.

The President contended that the proposed legislation, the Case Bill, would not have provided an overall or permanent solution of present-day labour problems in the United

States and called it "a collection of separate unrelated measures." None of the major disputes "which have caused such public concern during the past months would have been affected in any way by this bill had it been law at the time", he said.

**Foremen's unions
contested in
United States** A suit to enjoin the unionization of supervisory employees has been filed in the Federal District court by a major segment of the soft coal industry. The suit, in effect, challenges the right of the United States Government to contract with the United Mine Workers for the unionization of mine foremen as provided for in the agreement which terminated the recent soft coal strike. (L.G., June, 1946, p 720.)

It further asks that the court preclude the National Labour Relations Board from implementing its policy of granting permission to foremen to join unions of rank and file employees. In a statement issued by the companies, it was contended that the Government, in granting such a clause to the union while in control of the mines and before the issue has been legally resolved, acted unfairly—"To award the union in this case the right to collectively bargain for the industry's mine supervisory employees before the full status of the issue has been established in the courts could not be taken as other than a position of bias and unfairness to the industry, whose interests the Government should protect."

In October 1945 a strike by mine foremen was called off by the United Mine Workers' President, Mr. John L. Lewis, saying he did so "in the public interest" and that the controversy would be settled at a "more appropriate time."

**Time study
men granted
bargaining rights** The United States Labour Relations Board has ruled that a unit of time study men is appropriate for collective bargaining, since their activities include no supervision and the confidential aspect of their work does not pertain to labour relations.

The ruling emanated from a case before the Board asking certification for a unit to cover draftsmen, estimators, engineers, planners and time study men. The company's contention in opposing the granting of bargaining rights was that these employees were confidential workers and too closely allied to management to be properly included in a bargaining unit.

The Board found that the employees in question were neither "managerial" nor "confidential." It ruled, however, that the time study men were "a distinct and functionally

homogeneous group" which should properly comprise a separate unit, while the other technical workers possessed sufficient similarity of background and interest to warrant their inclusion in a unit of their own.

In regard to the definitions, "managerial" and "confidential", the Board, in an earlier ruling affecting the Ford Motor Company, defined "managerial" as being applicable only to employees in a position to formulate, determine and effectuate management policies and "confidential" as applying to employees who assist management in confidential matters relating to labour relations only.

**Equal pay laws
in United States** Rhode Island is the seventh State of the United States to adopt an "equal pay" law for women. It went into effect on April 25. The Act prohibits discrimination in the rate of pay on the ground of sex except where union agreements provide otherwise. The Six States with equal pay laws, four of which were passed since 1942, are Michigan, Montana, Washington, Illinois, New York and Massachusetts. The Illinois and Michigan laws apply only to factories.

**Unemployment
benefit allowed
despite job
refusal in U.S.** The United States Social Security Board recently reported that the Attorney General of the State of Arkansas upheld the right of a union member to collect unemployment insurance after he had refused to accept a non-union job in order to protect his union membership. Under the Arkansas law a person claiming unemployment benefit is not disqualified for refusing employment in which he would be required to join or resign from a labour union.

A similar interpretation to the same provision has been rendered by the Supreme Court of Pennsylvania, while in Ohio the State Supreme Court ruled that a worker is not entitled to receive benefits if he refuses to accept a position that is prohibited by rules of labour unions.

**I.L.O. report
on world
employment
situation**

A report of the International Labour Office submitted to the Employment Committee of the I.L.O. Governing Body at its recent meeting in Montreal (see page 882) deals with the present world employment situation.

The report indicates that during the year May 1945 to May 1946 there was generally speaking less unemployment than had been anticipated, though serious pockets of unemployment have appeared within almost every country and there is extensive unemployment

in a number of countries. So far, however, the dominant characteristic, especially in the more industrialized countries, is a general shortage of workers combined with specific surpluses of workers in particular industries, occupations or areas or among particular groups in the labour force.

Counterbalancing the demobilization of members of the armed forces and war workers, there has been a rapid flow of workers to reconstruction and peacetime activities. Starting from almost complete economic paralysis, and working against tremendous odds, the liberated countries of Europe have been able to re-employ almost the whole of their available working populations. Much of this employment, however, is on urgent reconstruction work, and a further redistribution of the labour force will have to take place within the next few years. In Great Britain, peacetime industries, starved of labour during the war, had, by the end of 1945, expanded their employment to 4,581,000, an increase of nearly 2,000,000 workers during the last six months of the year.

The chief exceptions to the general picture of relatively low unemployment are India, China, Italy and parts of the Middle East and of Southeastern Europe. Moreover, in the enemy countries unemployment was reported to be extensive by the end of 1945; in Japan, over 4,000,000 persons were said to be unemployed, and in the United States-occupied zone in Germany a fifth of the total labour force was reported to be out of work.

The unemployment which has arisen is of different kinds. A good deal of it is purely short-term, made up of people unemployed for a few weeks before finding suitable reconstruction or peacetime jobs. This unemployment swells the statistics but raises no serious problems beyond those of continuous improvements in counselling and placement work, to hold the interval between jobs to a minimum and to ensure that the new jobs are suitable so that unnecessary turnover is kept to a low level. A second type of unemployment is more stubborn and persistent. It arises out of serious discrepancies between the supply of and the demand for workers belonging to particular skill categories, industries or groups in the labour force or living in particular areas. This type of unemployment tends to become localized in these industries, areas or groups, pro-

ducing pockets of unemployment, each with its special problems. There is evidence in many countries, for example, that unemployment has struck with greatest force over the last year among those workers who are the least mobile, the least skilled, the least effectively protected by collective agreements, and the most liable to encounter social prejudices.

Proposed national health scheme in Australia Australian press reports referred recently to a national health scheme, in which there will be no compulsion of doctors and patients, proposed by the Australian Government.

Under the scheme, free medical service will be available to every person in Australia without regard to economic status. The service will be new to Australia, which has no "panel" system of medical contributions, similar to that in England, nor a national health insurance plan.

The Government proposes to introduce the scheme by legislation. It will seek additional social service powers in the national referendum to be held conjointly with the elections in September.

Basis of the scheme will be the establishment throughout the Commonwealth of medical centres where free diagnosis and treatment will be given.

Other proposals cover the use of flying doctors and mobile medical units in remote areas, and the establishment of training schools for pathologists, bio-chemists, radiologists, technicians and other specialists.

It is reported that the scheme does not envisage the nationalization of the medical profession. No compulsion will be used either to induce doctors to undertake work or for patients to use the service.

Both doctors and patients will be free to make private arrangements outside the service. Doctors now in practice will be given the opportunity to join in the service on either a part-time or full-time salaried basis. Precautions will be taken to ensure that doctors do not make private profits from the service.

The Commonwealth does not propose to take over any hospital, but will seek full co-operation with State hospitals.

Relaxation of Wage Control

Amendment to Order Announced by Minister of Labour

AN amendment to the Wartime Wages Control Order announced by the Honourable Humphrey Mitchell, Minister of Labour, on June 24, has the effect of relaxing further the control of wages within the framework of the Government's anti-inflation program.

As a result of the amendment a War Labour Board may now authorize or direct an increase in wage rates if the Board finds the proposed increase "just and reasonable."

Since January, 1946, Boards had been empowered to increase wage rates under two conditions; first, if the rates were found to be

low in comparison with rates generally prevailing in the locality, or second, on such other basis as the Board considered reasonable in the circumstances, consistent with the maintenance of existing prices of goods and services (L.G., Feb., 1946, p. 140). Previously Boards had been able to increase rates only to the extent necessary to rectify a "gross injustice or gross inequality."

The text of the Minister's statement in the House of Commons follows, together with the text of the amending Order in Council, P.C. 2432, June 20.

Statement of the Minister of Labour

Mr. Speaker:

I wish to table herewith copy of Order in Council P.C. 2432, passed June 20, 1946, further amending the Wartime Wages Control Order, P.C. 9384.

In connection with this amendment I wish to make the following statement:

Canada's anti-inflation program, established in 1941, can, I think, be regarded as being something in the nature of an experiment.

It can now be said that many economists did not think it would succeed and would break down because it ran contrary to the economic forces.

However, for the most part it did succeed. In large measure that success was due to the unqualified acceptance of the program by the people of Canada.

While it was a difficult enough task to put into motion the machinery needed to implement the anti-inflation program, it is equally difficult to gear down that machinery and modify the program.

On previous occasions, it has been stated in this house that the Government's policy is to move out of the price control-wage stabilization field just as rapidly as it is considered expedient to do so.

The current problem is one of timing the steps to be taken in decontrol.

In respect of wage stabilization, steps have already been taken to modify the Wages Order—and a further step is about to be taken. It is concerning this latest modification that I wish to speak in particular.

The important change proposed concerns Section 20 of the Order, Wartime Wages Control Order 1943, P.C. 9384. That is the

Section which gives War Labour Boards the power to authorize or direct adjustments in wage rates.

The original clause (a) of Subsection 1 of the Section limited the Boards' powers to increase wage rates only to the extent necessary to rectify "a gross injustice or gross inequality."

In January of this year, that Section was changed so as to enable Boards to authorize or direct increases in any wage rates which were found to be low in comparison with the wage rates generally prevailing in the locality.

The amendment further empowered a War Labour Board to authorize an employer to increase wage rates *on such other basis*, and to such extent, as in the opinion of the Board is reasonable in the circumstances and consistent with the maintenance of existing prices of the goods and services which the employer sells.

While this amendment served its purpose during the period it has been in force, changing conditions during this transitional period have made it appear to us that the wage adjusting formula should be modified to permit War Labour Boards a wider discretion than they have had.

Under the present amendment, War Labour Boards may authorize or direct increases in wage rates if and to the extent that such Boards find the proposed increases are "just and reasonable."

The amendment cuts away from the overall wage fixing formula some of the previously existing restrictive conditions.

It places upon War Labour Boards a greater discretion—a discretion which, I am satisfied, will be fairly exercised by representatives of management and of the major branches of organized labour in Canada, who as members of those Boards, have had a vast amount of experience in administering this part of our anti-inflation program.

Much has been said of Canada's contribution to the war effort. In my opinion this is not the time to review that contribution.

This is the time to direct our thoughts to the present and the immediate future. The progress of Canada will depend largely on the process of reconverting the country from a war-time to a peace-time basis.

The next two or three years will be critical ones for the future economic development of Canada. If we fail to pursue sound economic policies during that time, damage will be done which will jeopardize our progress for years to come.

I can tell you that the task of maintaining a reasonable degree of stability in our economic affairs at this time is much more complicated and calls for a much greater degree of judgment than was the case when we were fighting for our very existence.

Thanks to our policy of economic stabilization, which ultimately met with the active support of industry and of the great majority of organizations in the labour movement, we came through the war well. That has been true to date in this transition period.

It is the responsibility of all Canadians, whether they be in the managerial group or the labour groups to see to it that we do not have a repetition of the inflation that struck this country in the early twenties.

We must not lose sight of the fact that the forces which brought about the chaotic conditions of boom and slump after the last war are present in our economy now.

An abandonment of control now would let loose forces which could wreck the economic life of the country at a time when an orderly

transition to peace-time conditions is a primary necessity, and the country would be worse off than if stabilization controls had never been imposed.

I have been in the labour movement long enough to know that the real target of labour is to raise the real standard of living. I know that labour has, during these last six years, made greater gains in this direction than they have in any other period in the history of the movement.

The ideal should be to consolidate those gains. What I am afraid of—and I say this with all sincerity—is that any untoward advance in the present wage structure is going to do one of two things—either it will force prices up whereupon the increased rates will count for nought—or it could force a buyers strike to curtail production and that will mean unemployment.

This Government is in favour of good and fair wages—let no one think that any member of the Government holds a contrary view. Good and fair wages are just that as long as they can maintain a real standard of living.

What all should strive for is production. A normal flow of goods and services will indeed form the real income of the community. It is the responsibility of management and labour, acting as a team, to work for the maximum production of goods and services, and anything which stands in the way of this is contrary to the best interests of all—particularly the wage earner.

What I have said has been for a very definite purpose. I don't want anyone to think that because the Wartime Wages Control Order has been amended, that the lid is off.

The revision of the Order imposes upon all a very special duty. That duty being to work together through this transition period to the end that we can come out of it with an economy second to none. That should surely be a duty which all good Canadians should be glad to assume.

Text of Order in Council, P.C. 2432 Amending the Wartime Wages Control Order, 1943

His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under the authority of The National Emergency Transitional Powers Act, 1945, is pleased to amend the Wartime Wages Control Order, (P.C. 9384, 9 December 1943) and it is hereby further amended as follows:

1. Subsection (1) and (2) of Section 2 are rescinded and the following substituted therefor:—

(1) There shall be a National War Labour Board (hereinafter referred to as the National Board) consisting of three members one of whom shall be chairman.

(2) The Governor in Council may appoint one or more alternate chairmen of the National Board any one of whom may act in the absence of the Chairman and while so acting, an alternate chairman shall be deemed to be a member of the Board and shall exercise the powers of the Chairman.

2. Paragraph (c) of Section 14 is rescinded and the following substituted therefor:—

(c) to make provision for orderly adjustment of wage rates on such basis as and to the extent that the National Board finds just and reasonable in the circumstances, insofar as this is possible and consistent

with the paramount principles of the maintenance of stability in prices.

3. Clause (a) of subsection (1) of Section 20 is rescinded and the following substituted therefor:

(a) authorize or direct an employer to increase a single rate or the rates of a range established by him under this Order, or by or pursuant to a direction of the Na-

tional Board, for an occupational classification of his employees if, and to the extent that, the National Board finds that such increased rate or range is just and reasonable, and is consistent with, and will give effect to, the purposes of this Order, having regard to all the circumstances deemed by it, in its discretion, to be material;

4. Subsection (3) of Section 20 is rescinded.

Statement on Wage Increases

SPEAKING in the House of Commons on July 10 with reference to the appointment of controllers for the steel industry (see p. 915) the Minister of Labour, Hon. Humphrey Mitchell, made public the text of a telegram sent to Mr. Pat Conroy, Chairman of the Wage Policy Committee of the Canadian Congress of Labour.

The telegram, which deals with the wage-price situation, is as follows:—

Ottawa, Ont., July 9, 1946.

MR. PAT CONROY,
% Royal York Hotel,
Toronto, Ont.

In view of the meeting of your Wage Policy Committee I feel impelled with the friendliest of feelings to place before you and your colleagues the following views.

According to the latest reliable information obtainable the abandonment of price control in the United States has resulted in a 12.7 per cent increase in certain living costs and an average estimated at 10 per cent. I do not need to emphasize to you the gravity of a similar inflation spiral developing in Canada which might quite easily occur with unrestricted wage increases leading to the abandonment of price control.

Those in the best position to judge state most emphatically that wage increases beyond an amount considered just and reasonable cannot be made effective if price control is to be retained.

Again it is the considered opinion of those best able impartially to assess the present economic situation in Canada that increases in wages beyond ten cents per hour and in some instances less will force a break in the price ceiling.

Amendments recently made to the wage control order have cleared the way for favourable consideration of application to War Labour Boards for just and reasonable increases in wages and it is my hope that all labour leaders should see the wisdom of using the machinery provided by the wage control order as revised rather than resort to threats of strikes and strike action.

On numerous occasions I have commended labour for its co-operation in making the policy of price control effective and I should regret very greatly at this time any action by organized labour which would place such a strain upon the price ceiling that it would crack and bring about an inflationary situation which would be detrimental to the interests of all workers and many others whose incomes never rise as rapidly as prices once inflation sets in.

Referring to our recent conversation in connection with B.C. wage settlements you may have noticed I stated recently in the House of Commons that the B.C. interior lumber, logging and box manufacturing industries settled with the I.W.A. for a ten-cent per hour increase.

HUMPHREY MITCHELL,

Minister of Labour.

Retention of Canadian Controls

FOLLOWING the expiry of price control legislation in the United States (see below) the Prime Minister, Rt. Hon. W. L. Mackenzie King, made the following statement in the House of Commons regarding the Government's intention to continue price control in Canada:—

"Mr. Speaker, I might give the House a little information with respect to the matters of price control in the United States and the attitude of this Government towards the possible consequences thereof.

"On June 30, the emergency legislation in the United States which authorized price, rent and rationing controls expired. As I understand it, the consequence is that there is at the present time under federal law no price control, no rent control and, with the possible

exception of sugar, no rationing in the United States. There are, of course, certain states and municipalities which have taken emergency measures or maintained existing regulations which are not affected by the expiration of the federal law.

"This situation has not, unnaturally, raised certain questions in the minds of many Canadians. The Government feels that the first opportunity should be taken to assure parliament and the country that there is no intention of abandoning similar controls in Canada.

"Developments affecting prices in other countries, particularly the United States, are, of course, not without their effect upon Canada. Our policies have, in the past, and will, in the future, necessarily continue to have such developments in mind.

"Price control, rent control and the control of supplies existed in Canada before they were adopted in the United States. Canadian regulations, while similar in objective to those in the United States, have often differed quite widely both as to their form and their nature. In other words, we in Canada have followed our own course, which we believe is

well adapted to Canadian conditions and to the Canadian economy. We shall continue to follow policies which we believe to be in the general interest, making, from time to time, such modifications as seem to be required in the light of internal and external conditions as they develop."

Removal of Price Control in United States

ALL federal price and rent control in the United States ended officially at midnight June 30 when the legislation under which the Office of Price Administration had functioned during the war years expired.

Late in June the United States Congress adopted a Bill to continue the OPA in existence for another year, but with greatly weakened powers. This Bill was vetoed by President Truman who characterized the legislation as presenting "a choice between inflation with a statute and inflation without one" and claimed that it continued Government responsibility to stabilize the economy but at the same time destroyed its ability to do so.

The vetoed measure would have retained price ceilings on meat, poultry, dairy products, tobacco and other items and on rent. However it contained other provisions which would have resulted in price increases. It permitted manufacturers to raise their October, 1941, prices by the amount that their costs had increased since that time; and allowed wholesalers and retailers to pass on these added costs to the consumer. It provided for a three-man "decontrol board" with power to overrule refusals by price control administrators to grant price increases. It also reduced food subsidies.

In vetoing the measure, the President asked Congress to pass immediately a resolution continuing the old OPA Act in effect until there was time to write a new one.

Particularly objecting to the amendment permitting manufacturers to add increased costs to their prices, the President cited examples of the price rises that this would cause. In the case of low-priced cars, he said, there would be an immediate rise of \$225 to \$250; and since the price of materials used in the manufacture of cars would also increase under the amendment, and these increases could be counted by the manufacturers as increased costs, further rises would follow. Wage increases could also be used as the basis for increases in the price of finished articles, and thus there would begin "an inevitable spiral of uncontrolled inflation—a race between rising wages and rising prices.

"Far-sighted leaders of both labour and management know", the President continued,

"that nothing can be gained—and everything lost—by simply letting prices and wages chase each other."

In a radio address to the nation, explaining the reasons for his veto, he said that although the amendment was defended as a stimulant to production it would in fact have the reverse effect since it would increase the tendency to withhold goods from the market in anticipation of further price increases. "Nobody wants to sell his goods this week if he can get a better price for them next week. This is no mere theory. You have seen it working day after day for the last month or so, as people began to believe that price control might soon come to an end.

"People who had cattle and hogs to sell for food have decided to hold them for higher prices. People who had clothing for sale have decided to do the same thing. So have people with innumerable other commodities which we all need so badly now.

"Incidentally, I have asked the Attorney General to make an investigation of some of the factors involved in our present shortages to determine whether anyone is criminally responsible for them and to place the responsibility where it belongs.

"These instances of withholding goods from the consumer would be multiplied thousands of times under the Taft-amendment; production and deliveries would be slowed down waiting for price increases. This would create bottlenecks of essential materials and essential parts which would bring production lines to a halt. By the time they started up again there would be new applications for price increases and additional waiting for greater profits.

"Labour would be penalized by the loss of employment. Consumers would be penalized by lack of goods and ever-rising prices. Farmers would be penalized by higher prices for what they had to buy and reduced markets for what they had to sell."

At the conclusion of his talk he told the American people that they could themselves fashion the post-war period into the greatest in opportunity and prosperity in the country's history, but warned that "if partisanship and greed are allowed to triumph over efforts

to maintain economic stability this great opportunity will be sacrificed". He emphasized that the administration's attempt to secure adequate control legislation "was not over".

Mr. Chester Bowles, Director of Economic Stabilization and former head of the OPA tendered the President his resignation in a letter in which he described the Bill as an attempt "to legalize inflation", and predicted that its enactment would render effective control of prices and rent "flatly impossible". Another warning of the possible consequences of the measure was voiced by John D. Small, Civilian Production Administrator, who claimed that its passage would presage a recurrent wave of wage demands and strikes.

The veto elicited prompt passing of rent control legislation by several States to present rent increases. In New York State

the federal law was promulgated as the law of the State and was made applicable to all residential dwellings except new buildings or those under construction at the time it becomes effective.

As the *LABOUR GAZETTE* went to press, Congress was considering a new price control bill. In the two weeks since the end of OPA, prices of food had risen 10 to 20 per cent, according to the *New York Times*, which cited local advances in the price of milk from 16 to 19 cents a quart, veal cutlets from 50 to 65 cents a pound, porterhouse steak from 56 to 75 cents a pound, and butter from 68 to 80 cents a pound. On the West Coast, porterhouse steak, which had had a ceiling of 56 cents, was reported to have sold for as high as \$1.25. Increases in commodities other than food were reported to be taking place at a slower rate.

Economic Stabilization in New Zealand

Report of Labour Leader on Controls in Post-War Period

A REPORT to the New Zealand Federation of Labour by its vice-president, Mr. F. P. Walsh, which has attracted attention in this country recently, deals with the subject, "Economic Stabilization in the Post-War Period".* In it Mr. Walsh, who is also president of the Wellington Trades and Labour Congress, discusses the danger of inflation in the post-war period, and recommends appropriate action on the part of the trade union movement in his country.

The report recalls that after the last war prices rose rapidly, with a serious effect on all who were dependent on wages and salaries and a weakening of the country's economic structure which resulted in a collapse under the impact of the depression of the 1930's.

The report praises the success of the stabilization program undertaken in New Zealand during the second world war, but states that the danger of inflation still persists. The reasons for this situation are stated to be: (1) a rise to record levels of the volume of money and small savings; (2) a shortage of goods and raw materials; (3) a shortage of skilled labour; (4) problems relating to the proper use of price control and subsidy policies in bringing about the transition to a peacetime economy; (5) problems of selling the products of primary industry overseas, and thus obtaining the money to pay for imports. (On this last

point the report comments: "This is perhaps the most important of all the factors in the present situation, since New Zealand is dependent more than any other country in the world, on overseas trade for its prosperity.")

"The labour movement," the report continues, "is interested in improving its conditions and in raising the real standard of living. Strange as it may seem to some people, there is no conflict between these ideals and the benefit of the whole community. If the movement succeeds in improving the real standard of living, it benefits not only itself but the whole country."

Purchasing Power and Production

During the war, the report states, the increase in the volume of money was proportionately greater than the increase in the volume of goods available for consumption. The report rejects monetary deflation as a cure for this state of unbalance, declaring: "It is clear that the gap between money and goods should be adjusted from the opposite end—by more production.

"This is where workers can do a real job," the report continues. "Provided we can get raw materials, it is within our own power to produce more goods and bridge the gap between money and goods. If we do not close this gap by our own productive efforts, it will be closed for us. It will be closed perhaps by an inflation of prices, perhaps by a deflation of money and incomes. Both of these things are poison in the economic

* The Minister of Labour, Hon. Humphrey Mitchell, recently tabled copies of the report in the House of Commons, on the request of the member for Yale, Hon. Grote Stirling.

structure. No effort should be spared to avoid them and to adopt the only sensible way out—namely increased production.

"And nothing should be allowed to interrupt the productive system. We cannot afford to have stoppages of production. Machinery exists in the Federation of Labour and in the Government for the settlement of industrial disputes. This machinery is adequate and is there to be used. The history of disputes shows that it must be used at some stage and therefore the most effective way for our movement to use it is before the stoppage occurs. Every time a stoppage occurs, not only are wages lost, but goods are lost which are essential to the attainment of a higher standard of living—our primary objective.

"The battle for minimum wages and living standards for workers has been fought and won. We are now past that stage. It is now a question of the distribution of the flow of goods and services which form the real income of the community. Unless the goods and services are being produced, it is not possible to distribute them. It is labour's responsibility to work for the maximum production of goods and services, and anything which stands in the way of this is contrary to the best interests of the movement."

The report stresses the need of channeling available supplies of materials and manpower where they will be most useful. It states that while certain industries lend themselves to development within New Zealand, other industries are not suitable, and should not be allowed to be built up behind a wall of tariff protection.

"Consumer industries which should be expanding now are textiles, clothing, footwear, household furnishings and requisites. One of the worst faults in the present situation is that too much attention is being paid to the production of non-essential items selling at high prices, and the necessary manpower and materials are being drawn away from the production of items more essential to everyday needs. The result is that we are faced with needless shortages of essential items, because higher profits can be made in luxury items. The clothing industry is a case in point. . . ."

Manpower and Wages

The shortage of manpower in the large cities, the report asserts, is accentuated by the housing shortage. Housing difficulties "can be overcome by the efforts of the labour movement with the assistance of the Government in regard to shortages of essential materials. We have not had control over incidental shortages such as nails, spouting, and fittings. But the shortage of timber is one which the labour movement has power

to adjust. We should never rest until we have provided the people of this country with housing, even though this means working extended hours, provided the men doing the extended work are compensated for it.

"The position regarding labour supply and labour rewards has now reached the stage of being one of our most serious post-war problems. The time has come for some very serious thought regarding wage increases and the cost structure of the New Zealand economic system. Wages have changed very fundamentally since the stabilization regulations first came into operation in 1942. Sectional wage increases led up to a general wage increase, as a result of the Arbitration Court pronouncement of 1945. The passing of legislation for a universal 40-hour week in factories has meant further increases in costs. I wish to stress that there was real justification for these increases. The fixation of all wages at their 1942 levels, irrespective of any other factors in the economy, would have been both unjust and impracticable. But let us be quite clear as to the implications of what is happening.

"The freezing industry, which incidentally is the largest industry in the country, is a good example of how wage increases are being met. Every wage increase in this industry since mid-1944 has been met by subsidy. The original stabilization subsidy paid to the freezing industry was £400,000. As a result of two wage increases in 1945, extra costs amounting to another £400,000 were incurred. The total subsidy became £800,000. Now, another £350,000 must be found, arising from the recent 40-hour week legislation, and it must be found from the War Expenses Account, since in terms of the agreement between the Government and the farmers this extra sum cannot be charged to the farm products stabilization accounts. By agreement with the Government, direct wage increases incurred after March 1, 1945, are not chargeable to farm stabilization accounts. The taxpayer must pay. The sum cannot be recovered from our export receipts. Other industries which will have to be subsidized more as a result of this legislation are: Bacon and ham curing, dairy factories, abattoirs, jam-making, gas works, tanneries and chemical manures.

"When the Government originally brought in a policy dealing with the 40-hour week, it was realized that the policy should be applied to all. But everyone cannot have the 40-hour week on a Monday to Friday basis. It must be staggered over the whole week, otherwise the 40-hour week will kill itself. For example, imagine what would happen if we closed down transport, gas and electricity over the week-end. It would cause consider-

able inconvenience and would destroy the capacity for recreation. But the extension of the 40-hour week to other workers who have a normal working week in excess of five days and 40 hours, and who are not covered by the Factories Act, will under the present measures of price control result in a large part of the extra cost being met by subsidies. As an example of the increased costs involved in this process, it is estimated that it would cost about £200,000 a year to put a 40-hour week into operation on shipping vessels on New Zealand articles. Then freight rates must either go up, or still more subsidies be paid.

"All these upward wage adjustments of which the 40-hour week is only one example have to be met by price increases or by subsidies, and an increasing proportion is being found by subsidies. Wages form an essential part of costs in all industries. Under a capitalist economy industry will only run while it shows a profit, or while it has prospects of making a profit. Therefore, industries cannot absorb wage increases indefinitely. They have either to be met by price increases, or be held by subsidies. The Government is now faced with a mounting bill of subsidies, and it will be seen that the continuation of a policy of subsidies cannot be carried on for ever without disastrous effects."

Price Control in the Reconversion Period

The report praises the success of price control and subsidies in holding down the cost of living during wartime. Subsidies have been paid partly on account of wage increases, and partly on account of the increased landed cost of imports.

"Subsidies are extremely difficult to administer and may have undesirable effects on production. If an industry continually receives subsidies to protect its position against cost increases, the incentive to increased efficiency is lost. The administration of price controls as we have had it during the war years has been accompanied by an increase in production of non-essential items. This has happened because the profit margin on essential items has been squeezed the most. Also manufacturers have striven to avoid the control which goes with the administration of subsidies on essential items. These two main factors have led manufacturers to concentrate on less essential but more profitable lines.

"Nevertheless, even though price control distorted the structure of production, it was effective in holding down the general level cost of living items. The distortions were not so marked during the war years when

price control was assisted by physical controls of raw materials and the direction of manpower.

"It is now necessary to rely on price control measures alone to remedy the distortion. This means a new emphasis of price control policy. The present distortion of production away from low-priced essential goods can be avoided. You will all agree that price control policy should be designed to assist the maximum production in efficient units. We must get more production of essential goods. Therefore we must make luxury goods less attractive to produce than essentials.

"As to how this can be done, there may be room for discussion. One method worth considering is that industry price ceilings should be substituted for the present system of individual price authorizations; that is, we might establish for a given line of goods a price ceiling based on the costs of a reasonably efficient firm. A firm which cannot operate under this ceiling would be squeezed into some other line of production. On the other hand, a firm which can increase its profit margin by increasing its efficiency would be encouraged to increase its production. The production lost by this squeezing out of inefficient units should be more than offset by the increased production incentive to efficient units.

"You may be able to think of a better method of coping with the problem, but of this I am certain: we cannot continue with a system of price control which props up the least efficient units in the capitalist system.

"I believe that it is better to influence the direction of production by a well-planned price policy than by direct physical controls such as manpower controls and production controls, which are unpopular to employers and employees alike, and bring in their train a whole series of undesirable repercussions.

"At some point in this process, we should be moving away from an artificial structure based on subsidies, but in fact the subsidy bill is still on the increase. The wage-earner, who is also a consumer and a taxpayer, now contributes towards his own subsidies. Therefore the process of increasing wages and meeting the increases by subsidies or by price increases has its shortcomings.

"The only solution to our problem is increased production. I stress again the point that if we are to have higher standards of living we must have more goods and services. Our movement is no longer just fighting for wages. We want to increase actual standards of living. To do this, we must increase production. Real standards come from production, and not from the printing of a note issue.

"This brings me to proposals now being made for an even shorter working week. Owing to the shortage of female labour, certain manufacturing industries are offering to reduce working hours to 35 in order to attract labour. On the surface, no doubt, some labour people will think this a victory. A careful analysis, however, will show that workers as a whole are not going to benefit by this reduction of hours while goods and services are in short supply. This and other schemes to attract scarce labour from one industry to another will not improve the overall labour position. Further, they will tend to push up costs and prices, and workers as a whole will pay for this in the goods they buy. The question of reducing hours should always be measured by the supply of goods and services available to the people. If there were over-production, and stock-piles were accumulating, then we would be justified in an application for a reduction of hours—not now when New Zealand's main economic difficulty is a shortage of goods.

"Our most important industries are farming and industries processing farm products for exports. The relation between New Zealand costs and overseas prices is fundamental to our economy. . . .

"In the competitive conditions which we will have to face overseas, it will be an economic necessity to keep costs on a basis where we can compete. We must constantly keep in mind the relationship between internal costs and external prices, since whatever way we approach the problem this is in the last analysis the most important relationship in our economy. . . ."

Labour and Economic Problems

"For the greater part of its existence our movement has been primarily a defensive organization; its purpose has been to defend the workers against exploitation and to ensure them certain minimum living standards. In other words, the basis of the wages system was the minimal needs of the working class family. Necessarily, this meant that the trade union movement had a somewhat negative attitude towards economic problems.

"Today the situation is very different. In this country at any rate the battle for adequate minimum wage standards has been won; and the tendency is now for our movement to base wages on the productivity of the economic system. This means that we must have a positive approach to economic problems, because every gain in production means a gain to the workers. We can no longer stand apart from the economic system and throw the responsibility for its smooth

working on employers or the Government. We are asked to contribute something more to the economic system than our labour; we are asked to play a part in solving its problems and in improving its efficiency.

"If we can agree that under the present economic set-up in New Zealand every gain in production places at the disposal of the Government additional goods for distribution, then we must agree that every loss in production means a loss in the total goods available for distribution, and the workers must suffer. This economic factor unfortunately is not realized by all members of our movement. If it were, then we would not have recurring stoppages of production in many parts of the country.

"Every award and industrial agreement recognizes the possibility of industrial disputes within industry. This is realized by both employers and employees. The Government also recognizes that society is not a smooth running machine and has set up machinery for the adjustment of disputes. This machinery meets with the approval of our national organization, the Federation of Labour, the executive of which has repeatedly gone on record in advice to its affiliations that before stoppages occur, steps should be taken to take advantage of the machinery for the adjustment of the dispute.

"If the advice of the Federation of Labour were taken, we would not have that serious loss in production which has happened over the past few years, nor would the workers involved in the disputes suffer the unnecessary loss of wages.

"For our movement to become a really effective force in the productive structure of our country, it is imperative that we have discipline within our own movement. Individual and undisciplined action by parts of the movement weakens the strength of the movement as a whole. The unions must take steps to prevent such action, since any gains which are made by this expensive method, involving losses of production, could in fact have been gained through the normal machinery provided by the Government.

"It may be said that New Zealand has been more fortunate than most countries in avoiding industrial disturbances. Credit for this achievement must certainly be given to the Federation of Labour and to the Government. But we must not let the matter rest at that. The movement has a fundamental duty to itself and to the community to do everything in its power to increase the production of goods and services. We must perform this duty by all means within our power, otherwise we sacrifice the goal of higher standards of living for all."

Statement of Canadian Manufacturers' Association on Employee-Employer Relations

THE Canadian Manufacturers' Association at its 75th annual general meeting in Toronto on June 4-6, re-affirmed its position concerning employee-employer relationships by the adoption of the following statement:—

The Canadian Manufacturers' Association, Inc., regards a high standard of living for all Canadians as the chief objective of Canadian industry. The Association believes that a high standard of living in Canada depends upon maintenance of a high level of production.

A high level of production, however, can be maintained only if Industry supplies consumers with satisfactory goods at prices which will encourage a high level of consumption both at home and for export. To do this is the prime function of Industry.

If this function is to be successfully performed, there must be a fair return in the form of gross earnings from which wages and dividends may alike be paid.

For the successful performance of this function, there must also be suitable plants, equipment and machinery; sound management; and a working force willing and able to perform the many and various duties necessary in modern manufacturing operations.

But even with all these, the successful functioning of Industry can be assured only by full and harmonious co-operation between employees and employers.

To promote full and harmonious co-operation, the Association believes that the following principles should govern relations between employees and their employers.

A. Both Employees and Employers Should

(1) Regard continuity and quality of service to the public (the customer), as the first consideration. Upon it depend year-round jobs, good wages, dividends, and the future of Industry itself.

(2) Observe faithfully the provisions of every agreement or undertaking made by them or on their behalf.

(3) Seek constantly to discover methods of increasing production and improving products.

(4) Consider with open minds proposals made by either party to the other, each seeking to understand the other's needs and problems, and constantly bearing in mind that neither can operate without the assistance of the other.

(5) Settle differences by negotiation in good faith without interruption of operations.

B. Employers Should

(1) Provide facilities which will permit efficient and economical production and make all reasonable provision for the safety and health of their employees during the hours of their employment.

(2) Select and develop supervisors who are not only technically competent, but who will deal on a fair and friendly basis with the men and women whom they supervise.

(3) Respect the right of employees to associate freely for all lawful purposes.

(4) Bargain collectively, in cases where representatives have been freely chosen by a majority of the employees affected, on wages, hours of work, and working conditions.

(5) Organize operations with a view to promoting maximum regularity and continuity of employment and consequently maximum stability of income.

(6) Give employees, as far as possible, opportunities to progress within the organization according to ability, experience and merit.

(7) Support and develop good wage standards having regard to all circumstances which are material.

C. Employees Should

(1) Recognize the Employer's right to plan, direct and manage the business.

(2) Perform their assigned duties in an efficient and industrious manner to the best of their ability.

(3) Co-operate freely with management in meeting the many problems in which the employees are concerned.

(4) Conserve and protect the products, plant, equipment and machinery, and respect the rights, of employers as the owners of the property.

(5) Recognize the right of an individual employee to join or not to join any lawful organization of employees or other citizens without impairing his right to work at the occupation of his choice.

It is hoped to publish a summary of the proceedings in regard to that part of the conference dealing with employee-employer relations in an early issue.

Canadian Science at War

Review of the Activities, from 1941 to 1945, of Wartime Bureau of Technical Personnel

WITH the abandonment of wartime controls, at the end of 1945, covering the employment of engineers and scientists, it would appear timely to review both the methods used and the results accomplished during the period of their application.

Two main underlying principles governed the activities of the Department of Labour in this field. One was to take maximum advantage of co-operation and the other to adhere to manpower priorities. This latter term has not been universally popular, but when taken to mean "first things first in the national interest" there could be little quarrel with it.

The Bureau was created, in 1941, as a direct result of an approach to the Department by the three national engineering and scientific societies. The government immediately accepted the offer to set up an agency to deal with the mobilization of scientists, and, ever since, the interests of both parties have been closely related. From an administrative point of view the Bureau has operated as a branch of the Department of Labour, while at the same time there has existed an active advisory board representing professional bodies, universities and manufacturers.

Inventory of Technical Manpower

The first step taken was to set up (and afterwards maintain) an inventory of individual engineering and scientific skills with particular reference to training, experience, age and general physical condition. Then, as needs of the Armed Forces, of Government Branches and of essential industry were recorded from day to day, advice could be given as to the most efficient possible use of any technical person. When formal controls were set up in March, 1942 (those governing technical persons pioneered the civilian manpower control program), they were designed deliberately to operate in a negative way. Although they provided for a "request" to change employment, they did not then, or subsequently, include power to "direct" such changes. The need for a permit prior to using the services of a technical person was sufficient provision to head off any departure from true priorities.

In this regard, it might appear that those administering the regulations would be faced with problems of great complexity. Who is to say, for example, which is the greater need, making weapons or maintaining them in the field? If they are not made in the first place, their maintenance becomes a question of only academic interest. But if it is remembered that operations in the field are conducted under rigid limitations as to age and medical category an immediate clue is provided. One actual case that was dealt with involved a decision as to the relative urgency of improvement of a type of wheat for food purposes and the development of higher resistance in armour plate.

Meeting Military and Civilian Needs

In meeting the needs of the Armed Forces for technical officers the Bureau acted as a recruiting channel for the majority of those still required as from the end of 1941. This work was expedited when in the summer of 1942 the Department of National Defence seconded a senior officer to act as "Military Adviser" in the Bureau. A large proportion of those selected for technical appointments were newly—or recently—graduated students. Altogether there were 1,630 potential officers inducted as a result of Bureau references out of an estimated 3,000 enrolled for technical duties during the three-year period concerned. Another important function of the military adviser was to keep track of those with technical backgrounds who had already enlisted, but not in technical capacities. On more than one occasion the Bureau was able to advise one of the services where they might find within their own ranks a candidate suitable for some special need.

On the civilian side, every effort was made to discourage needless turnover. This is reflected in the number of new individual contracts of employment recorded from month to month under the permit system. Allowance must be made for replacements due to deaths, retirements and enlistments, for curtailment of some activities and expansion of others, and for the absorption each spring of the civilian portion of the graduating classes. Nevertheless, the number entering new employment each month has averaged about one per cent

of the total number registered. This would indicate a very gratifying degree of stability.

In the result, it may be stated that the needs of the Armed Forces for technical personnel have been fully met, whether such needs were for quotas to build up establishment or for individuals or small groups with highly specialized skills. In the civilian field, there have been some shortages. But it is a question whether they could have been fully met except at the expense of the services in any case. It was possible to a large extent to prevent such shortages from becoming acute.

Varied Demands Satisfied

It is doubtful whether any complete record in detail can ever be compiled to show the contribution made by each of the engineers and scientists whose case has come before the Bureau. But a few examples will indicate how varied were the fields in which they served.

According to custom, naval captains write out a modest ticket when an officer leaves their ship's company. In two typical cases these close with the stereotyped phrase "and has served to my entire satisfaction". One, dealing with an engineer officer goes on to refer to the example set to all hands on the night the ship was damaged. (With typical naval reticence, no reference is made to the fact that the ship sank shortly after being "damaged".) Another, from a cruiser in far eastern waters, mentions the technical proficiency of the radar officer.

In the army, such corps as the engineers and the electrical and mechanical engineers recruited officers for their field units to a large extent from among the younger civilian engineers. Many an Italian river was crossed by our troops over a bridge sited and erected, under the usual "hail of gunfire", by one of these men. An early citation (regrettably posthumous) from the campaign in Egypt deals with the work under fire of a young Canadian who saw service with a British Light Aid Detachment there.

Many technical persons enlisted in air crew, where combat duty was available to a greater extent than purely technical operations. But the two were nicely combined in the case of a physicist acting as navigator in a pathfinder squadron. Exclusively scientific were the duties of the expert mathematician who worked out saturation tables for mass bombing raids.

Civilian duties were by no means confined to war production. Permits were issued, and in many cases candidates found by the Bureau, covering such positions as meteorological

officer at Aklavik, civil engineers for the Ministry of Aircraft Production in Britain or veterinary officer for New Zealand. Other overseas assignments included chemical engineers for the Persian Gulf, mining personnel for British Guiana, and geologists for the oil fields of South America. Working more or less behind the scenes were the forest entomologist at war with the spruce bud worm, agricultural scientists improving farm production and hundreds of research people both in Canada and in the United States.

Whole new industrial enterprises were staffed from the ground up, the synthetic rubber, radar and explosives programs being entirely new fields, while shipbuilding, aircraft and fighting equipment were almost entirely so. And it should be remembered that this was done at a time when the country was producing but 1,700 new engineers and scientists each year, with the armed forces absorbing 1,200 and death or retirement accounting for 500 out of the existing supply.

Reconversion Technique

The experience gained, and the useful contacts made, in dealing with the war manpower problems of hundreds of employers and thousands of individuals is currently being used to assist in the resettlement of those whose war service has now terminated. Reconversion in the technical personnel field has been characterized by a minimum of confusion or resulting unemployment, due in large measure to the fact that, for the time being, the machinery which functioned smoothly for over four years of war has not been changed but merely thrown into reverse. Such time as can be spared from immediate tasks is being devoted to development of plans for future efficient use of technical persons. There is, however, the important difference that the happiness and prosperity of the individual need no longer be subordinated to national needs. In fact the two should now go hand in hand.

In conclusion, it should be made quite clear that no attempt is here being made to glorify the part played by technical persons in Canada's war effort. But when the enemy, as was most quickly apparent to scientific minds, set out to use ruthlessly and with single-minded purpose every resource of science and industry for the bald objective of destroying the Allies, it was not sufficient to point out that Canadians as a nation, were congenitally unable to accept such ideas. Nor would it have accomplished anything other than much glory to oppose him only with the bare breasts and strong arms of Canada's sons. He had to

be fought with everything that science and engineering could devise and produce. It was the appreciation of this truth that led various scientific bodies, even before war was more than a possibility, to initiate action leading to complete mobilization of technical man-

power. They would be the first to admit that they were merely members of a team, along with their sister professions and all other types of skilled and unskilled workers of both sexes, which finally completely defeated the enemy at his own game.

Handbook on Suggestion Plans

A HANDBOOK designed to assist industrial plants in instituting suggestion plan systems has been prepared by the Industrial Production Co-operation Board of the Dominion Government. It embodies the general features and methods of organization common to the more successful plans that are presently in operation across the country.

The *Handbook on Suggestion Plans* stresses, however, that no overall suggestion plan exists; to achieve results it is essential to tailor each plan to individual plant needs. The fundamental requisite for success, the handbook states, is good labour-management relations, in order to obviate the workers' fear that a suggestion scheme will adversely affect their job security and rates of pay. It contends that suggestion plans should operate as a representative part of Labour-Management Production Committee activity and not become its sole function, if a foundation of mutual trust and good will is to be maintained. Emphasis is also placed upon the advisability of bringing employees into active participation on both the L.M.P.C. and Suggestion Sub-Committees, in order to maintain co-operation, which, it states, inclines to decrease when workers merely deposit ideas in a suggestion box.

"Distinct and valuable contributions to plant efficiency result from ideas submitted to the Suggestion Sub-Committee through suggestion boxes. But they are not the only suggestions which result from L.M.P.C. activity. Some of the best contributions emerge from the discussions which take place both on the main L.M.P.C. and on Sub-Committees dealing with plant safety, conservation of materials, care of tools, etc.

"These ideas are a joint product of co-operation between management and labour".

It is essential that all levels of management and labour be informed that the top executives in both groups fully endorse the plan and that this is explained to them before the Suggestion Sub-Committee is constituted and activity begun. The Sub-Committee is normally appointed by the main L.M.P.C. and is composed of an equal number of qualified representatives of management and labour.

In rewarding suggestions, "no definite procedures as to the allocation of authority can be laid down; the diversity is too great." Generally, however, the means employed fall into two broad categories: management may decide, alone, the amount of the awards, or authority may be vested in the committees concerned.

Awards are usually paid to all employees below the rank of foreman; normally personnel engaged in developing new methods and designs, etc. are excluded.

The work of suggestion committees usually includes the task of stimulating interest in the plan through various means of publicity; co-ordinating the scheme with other sub-committee drives and L.M.P.C. activity generally; assisting employees in cases where ideas require illustrations and drawings, or where employees have difficulty in expressing themselves clearly; and in devising an office routine and arranging acceptance and rejection procedures.

A description of the benefit of tying in the Job Instruction Training and Job Methods Training courses provided by the Canadian Vocational Training Branch of the Dominion Labour Department is given in the publication.

Awards

"Greater diversity of opinion exists on the subject of awards than on any other feature of the Suggestion Plan." The booklet contains a description of methods of awarding suggestions which are held in common by a substantial number of successful committees and quotes the conclusions reached in an Analysis of Suggestion Systems by A. W. Hendrickson and A. E. Heusser, published in the May, 1945 issue of *Factory Management and Maintenance*.

"Although the formulas used by companies in calculating the amount of award to be granted differ substantially, there are relationships between the award practices of companies and the effectiveness of their Employee Suggestion Plans. The major relationships are:—

(1) The granting of low minimum awards sometimes called token awards, such as some

companies offer for safety suggestions, tends to increase the total number of suggestions.

(2) The granting of even an occasional high award also tends to increase the number of suggestions received.

(3) As the number of suggestions received increases, the acceptance rate tends to increase. (Part of the increase in the acceptance rate may be attributed to the granting of token minimum awards.)

(4) As the number of suggestions received increases, the average award tends to decline. (Part of the decline may be attributed to the granting of token awards by companies receiving a large number of suggestions.)"

A number of British firms make awards from 25 to 50 per cent of the first year's savings.

An American electrical manufacturing plant, estimating that the average suggestion has a life of three years, calculates its awards as follows; Savings for this period are estimated and awards paid on 15 per cent of the first \$1,000 of savings, 10 per cent of the next \$1,500, and 2 per cent for every dollar saved after \$2,500. This plant reports that prior to the

initiation of the above-mentioned award policy they received 800 suggestions a year. Without making any other changes in their suggestion plan, ideas which were submitted jumped to 1900 at the end of the first 11 months. Possible errors in estimating savings for three years tend to offset each other, it is stated, in that some awards may be a little high, others a little low.

The Consolidated Vultee Aircraft Corporation, besides paying its employees cash awards for their suggestions, also assists them in obtaining patent rights.

The booklet also contains a detailed description of suggestion award systems operating in Canada in the plants of Somerville Limited London, Ont., Pacific Mills Limited, Vancouver, B.C., Norton Company of Canada, Chippawa, Ont., Northern Electric Company, Limited Montreal, P.Q., Massey-Harris Company Limited, Toronto, Ont., and The William Kennedy & Sons Limited, Owen Sound, Ont.

Copies of the booklet may be obtained on application to the Industrial Production Co-operation Board, Department of Labour, Ottawa.

Increase in Index of Wage Rates

THE preliminary index number of wage rates in Canada for 1945 calculated from data for six main industry groups was 140.3 as compared with 137.5 in 1944. The index is based upon rates in 1939 as 100. The increase therefore between 1939 and 1945 was 40.3 per cent and between 1944 and 1945 was 2.0 per cent.

The general index is shown below, together with the index for each of the main groups. Final and more detailed figures for 1945 will be given in a subsequent issue of the LABOUR GAZETTE.

	1939	1944	1945*
General index.	100	137.5	140.3
Logging.	100	146.1	161.4
Mining.	100	134.8	136.2
Coal mining.	100	146.0	145.3
Metal mining.	100	125.2	128.4
Manufacturing.	100	141.1	143.2
Construction.	100	129.6	131.1

* Preliminary.

	1939	1944	1945*
Transportation and Communication. . . .	100	127.6	128.9
Water transportation. . . .	100	140.7	143.1
Steam railways.	100	125.5	125.5
Electric street railways.	100	125.7	125.9
Service—Laundries. . . .	100	128.9	136.1

The index for the logging group advanced 10.5 per cent in 1945 over the figure for 1944. In the same comparison mining increased 1.0 per cent; manufacturing 1.5 per cent; construction 1.1 per cent; transportation 1.0 per cent and services 5.6 per cent.

In the mining group the slight decline in the index for coal mining was due to a decrease in earnings for contract miners and to a slight decline in average rates for total miners resulting from changes in the numbers of workers. No changes were recorded in contract rates.

The electric street railways index is revised for the period 1940 to 1944 as follows: 1940, 103.9; 1941, 109.1; 1942, 115.8; 1943, 121.2; 1944, 125.7.

International Labour Organization

Relationship of ILO with United Nations

NEGOTIATIONS to bring the International Labour Organization into relationship with the United Nations resulted in a draft agreement being reached at the end of May by delegations representing the two organizations. The draft agreement, which will be subject to approval by the International Labour Conference on the one side and the Assembly of the United Nations on the other, was signed by Mr. G. Myrddin Evans (United

Kingdom), Chairman of the Governing Body of the ILO, and Sir Ramaswami Mudaliar (India). President of the Economic and Social Council of the United Nations.

It provides for reciprocal representation, for exchange of information and documents, and for co-ordination of the work of the ILO with that of United Nations bodies and agencies.

Ninety-Eighth Session of Governing Body

THE Governing Body of the International Labour Office held its 98th Session in Montreal from May 23 to May 27, 1946, under the chairmanship of Mr. G. Myrddin Evans, representative of the Government of the United Kingdom.

The session was preceded by meetings of several Governing Body Committees including the Employment Committee, the Finance Committee and the Standing Orders Committee. A meeting also took place between representatives of federal states and the Conference Delegation on Constitutional Questions, to consider the problems confronting federal states in regard to the ratification of Conventions adopted at International Labour Conferences.

The Canadian Government was represented at the Governing Body meeting by Mr. Paul Emile Renaud, Counsellor, Department of External Affairs, in the absence of the regular Government member, Mr. A. Mac-Namara, Deputy Minister of Labour, and of his former substitute, Dr. A. Rive, recently appointed High Commissioner for Canada to New Zealand.

Canada was represented at the meeting of federal states by Mr. A. H. Brown, Assistant to the Deputy Minister of Labour, accompanied by Mr. Renaud; on the Employment Committee by Mr. Paul Goulet, Special Assistant to the Deputy Minister of Labour in charge of relations with the ILO, accompanied by Dr. O. J. Firestone, Department of Reconstruction, and Mr. W. K. Rutherford, Acting Chief Employment Officer, National Employment Service; on the Standing Orders Committee by Mr. Goulet; and on the Finance Committee by Mr. Renaud, accompanied by

Mr. Goulet, Mr. E. B. Armstrong, of the Finance Department, and Mr. C. R. McCord, of the Department of Labour. Some of these officers also attended the session of the Governing Body, as did Mr. V. C. Phelan, Department of Labour, and Mr. H. F. Davis, Department of External Affairs.

Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, was present as a workers' delegate. Mr. Bengough had been re-elected to one of the eight seats allotted to workers on the Governing Body at the Paris Conference in October, 1945.

Employment

As a basis for discussion by the Employment Committee, the International Labour Office submitted information on the employment situation in various countries. A comprehensive report, both factual and analytical, gave a description of employment policies adopted in a number of countries and indicated measures taken to implement such policies.

The report dealt with such problems as: the type of employment information and statistics necessary in order that a full employment policy may be applied; means to attain a balanced allocation of industrial activity within each country; factors involved in attaining the geographical mobility of labour required in an expanding economy; vocational training, vocational guidance; and the functions of an employment service.*

The importance of accurate and thorough statistics was emphasized in a separate report; and in the interchange of opinion among the delegates a number of suggestions were

*Further reference to this report is made elsewhere in this issue on page 867.

made for the improvement of this sort of information.

The report of the International Development Works Committee, which had met in Montreal in January (L.G., March, 1946, p. 278) was studied by the Employment Committee, and subsequently by the Governing Body which decided to ask governments to give effect to suggestions contained in the report, covering such matters as the supply of information to the ILO on public works proposed or undertaken by countries; the supply of employment statistics; points to be considered by governments engaged in planning public investment; and exchange of technical personnel.

Finance

The budget for 1947 voted by the Finance Committee and approved by the Governing Body for submission to the next session of the Conference, amounted to 15,429,088 Swiss francs, as compared with 11,521,510 Swiss francs in the 1946 budget.

This was the first budget to be adopted autonomously by the ILO following the dissolution of the League of Nations.

Considering it desirable that machinery should be provided under which the financial operations of the ILO could be carried out pending the conclusion of financial and budgetary arrangements with the United Nations, the Governing Body adopted draft regulations for consideration at the next session of the Conference.

It was decided to set up a Contributions Committee to consider the question of financial contributions of member states to the Organization. The Committee will consist of representatives of the Governments of Canada, France, India, Mexico and the United States of America.

Federal States

The possibility of lessening the existing disparity between the obligations of unitary and federal states in regard to conventions adopted at International Labour Conferences was considered at a meeting between representatives of federal states and members of the Conference Delegation on Constitutional Questions.

The federal states represented were: Australia, Canada, India, and the United States of America. Brazil, Mexico, Switzerland and Venezuela, which are also federal states, were not represented.

Under the existing Constitution, the obligations of federal states, in respect of International Labour Conventions, are regulated by Article 19 (9) as follows:

In the case of a federal state, the power of which to enter into Conventions on

labour matters is subject to limitations, it shall be in the discretion of that Government to treat a draft Convention to which such limitations apply as a Recommendation only, and the provisions of this article with respect to Recommendations shall apply in such case.

A Recommendation is submitted to the Members of the ILO, not for "ratification" as in the case of Conventions, but for consideration with a view to effect being given to it by national legislation or otherwise, and the only obligation which a member undertakes is to bring the Recommendation within twelve, or at most eighteen months, before the authority or authorities within whose competence the matter lies for the enactment of legislation or other action.

The meeting considered a number of proposals for amending Article 19 (9) of the Constitution. The report of the Delegation containing these proposals was noted without discussion by the Governing Body, and will be considered at the next session of the Conference.

Instrument of Amendment

An appeal was made by the Acting Director of the Office of Government Members of the Governing Body to send in their ratifications of the Instrument of Amendment to the Constitution adopted at Paris in November last before the opening of the 29th Session of the International Labour Conference, September 19, 1946. He pointed out that 39 ratifications were required to bring the Instrument into force.

Relationship with the United Nations

The Governing Body was informed that immediately following its session, an ILO delegation would go to New York to negotiate the terms of the Organization's relationship with the United Nations. The Negotiating Delegation of the Governing Body had held two meetings in Montreal on May 22-23 and considered the draft of an agreement between the United Nations and the International Labour Organization which had been prepared by officials of the United Nations working in co-operation with officials of the International Labour Office.

Agreement was subsequently reached between the delegations of the ILO and the United Nations (see p. 882), and this agreement will have to be submitted to the United Nations Assembly on the one side and to the International Labour Conference on the other for final approval.

30th Session of the Conference

It was decided that the 30th Session of the International Labour Conference should be

held at Geneva, and that it should open on Thursday, June, 19, 1947. The following agenda was agreed upon:

- (1) Director's Report. (The report is to provide an opportunity for a discussion of wages.)
- (2) Reports on the Application of Conventions under Article 22 of the Constitution.
- (3) Financial Questions, including the adoption of the budget and the scale of contributions for 1947.
- (4) Minimum Standards of Social Policy in Dependent Territories (Provisions suitable for a Convention). (The 29th Session of the Conference will undertake a first discussion of this question. It is anticipated that by decision of the Conference, under Article 16 of the Constitution, this question will be placed on the agenda of the 30th Session for second discussion).
- (5) Organization of Labour Inspection in Industrial and Commercial Undertakings. (Single discussion procedure.)
- (6) Employment Service Organization. (Double discussion procedure.)

The suggestion of the Office that the agenda should include also the question of Vocational Guidance was not adopted.

Other Meetings

The Governing Body authorized the Acting Director to arrange for a regional conference of Asiatic States Members of the ILO in New Delhi, India, January, 1947.

Of the industrial committees, the Governing Body decided that the Textiles Committee and the Building Committee should hold their first meetings in Brussels in the fall of 1946. The date and place for the first meeting of the Petroleum Committee will be considered by the Governing body at its next session in September. An invitation to meet in Lima has been received from the Peruvian Government.

An agenda was decided on for the second meetings of the Coal Mines Committee and the Inland Transport Committee.

The Acting Director was authorized to communicate to the Economic and Social Council of the United Nations as well as to the Governments the resolutions of the Iron and Steel Committee on freedom of association, collective bargaining, and full employment, and those of the Metal Trades Committee on shortages of steel, new equipment and coal in Europe, and on the needs of the industrially underdeveloped regions (see Supplement to December, 1945, issue of the LABOUR GAZETTE).

The Governing Body took steps to give

concrete effect to the recommendations and resolutions formulated by the Third Labour Conference of American States Members of the International Labour Organization held in Mexico City in April 1946 (see Supplement to July, 1946, issue of the LABOUR GAZETTE).

Thus it authorized its Employment Committee to set up a sub-committee of its American members to consider questions relating to vocational training in the American countries and proposals concerning methods of regional co-operation. It accepted in principle the recommendation of the Mexico Conference concerning collaboration between the public authorities and employers' and workers' organizations. It agreed to call the attention of the Economic and Social Council of the United Nations to the desirability of studying in the near future, in co-operation with the International Labour Organization and other interested bodies, the most effective methods of facilitating the process of harmonious industrialization of the Latin-American countries. It instructed the Office, within the scope of its functions in relation to economic problems, to apply itself particularly to studying the problem of inflation, in collaboration with other competent international bodies, and to report on the results of these studies to the 29th Session (Montreal) of the International Labour Conference.

On the suggestion of the Acting Director, the Governing Body decided

- (a) to convene the Permanent Migration Committee for August 26, 1946 at Montreal;
- (b) to reconstitute the Sub-Committee on Automatic Coupling of Railway Vehicles;
- (c) to set up a Co-operative Committee to direct in a more systematic way the activities which the Office has carried on in co-operative matters for the last twenty-five years;
- (d) to revive the Silicosis Sub-Committee of the Correspondence Committee on Industrial Hygiene;
- (e) to reconstitute the Permanent Agricultural Committee with Mr. J. F. Booth (Canada) and eleven other experts as members.

Spanish Language

It was decided to recommend to the Conference, at its 29th Session, to include in the Standing Orders of the Conference provisions giving a statutory character to the practice according to which official translations into Spanish of speeches are furnished by the Secretariat of the Conference, and all documents of the Conference are published in Spanish in the same way as in English and French.

Farm Labour in New York State

Measures to Prevent Child Labour

IN ORDER to cope with the problem of the growing employment of children and migrants in agriculture while at the same time striving for maximum food production, the New York State Department of Labour has announced its intention strictly to enforce the existing law. In co-operation with other Government agencies, the Department will seek to ensure (1) an adequate supply of farm labour, (2) the employment of children only of legal age with approved permits, and (3) healthful living and working conditions for seasonal migrant workers. The results of a State-wide survey in 1945 of seasonal farm labour and the conditions of its employment showed the need for greater control.

Seasonal workers harvest about 20 per cent of the State's fruit and vegetable crops. Of these workers a large number are under 18.

It is well to point out, however, that there is no child labour in some branches of fruit and vegetable production in the State. Because of the inefficiency of young workers, delicate fruits such as tomatoes, peaches, and grapes are harvested in New York State mainly by older youths and adults.

The Child Labour Law prohibits children under 14 being employed on farms except those of their parents, and requires children of 14 and 15 to have farm work permits.

The New York State Child Labour Law applies to child workers on the farms as well as in factories; but while public opinion has long been aware of the evils of child labour in the factory, there is less information regarding employment conditions of child workers in agriculture. A large part of public opinion, associating farm labour with work on small home farms, has been inclined to consider such work as a rather pleasant and not too arduous task for children, ignoring the fact that in modern industrialized agriculture such labour can be quite as difficult and exhausting for a child as factory work.

Because of the wartime shortage of farm help, children under the legal minimum age of 14 were employed. A study of 34 labour contractors with 3,195 workers in 1945 showed that 66 children or 2.9 per cent of those employed were under 12 years of age.

In 1945 the Labour Department took definite steps towards enforcement of the law. First, an educational campaign was inaugurated to inform farmers and the public of the law. In July, a conference of persons representing farming, food processing and social and child welfare groups recommended allowing children of 12 and 13 to work on farms in 1945 if

accompanied by their parents and if hours were kept short.

Lastly, a survey was made of the wages, hours, and working conditions of workers hauled daily to the farms from near-by cities and "migrant camps" housing workers for the harvesting season. Of about 1,900 children and youths under 18 employed on day-haul, slightly more than one-half were at least 14 years old but almost one-fifth were younger than 12 years. In the labour camps similar conditions prevailed. Of 605 pickers one-fourth were under 14 years; 113 children were from 10 to 13 years and there were 32 children under 10. None of the 14 and 15-year-olds had permits. Some growers claimed ignorance of the law. Others, while admitting the greater efficiency of the older worker, stated that they were reluctant to forgo this source of labour supply as long as other growers employed young children. A few claimed that the children were working at the insistence of their parents. Some pleaded that they could not get their crops harvested without the help of the 12- and 13-year-olds.

The hours of farm labourers under 18 are not limited by law. Hours on day-haul were usually eight but more than one-quarter of these young people worked more than eight, a considerable number as many as 10 hours. With travel time, this amounted to about 12 hours a day. The working day in migrant camps ranged from 7½ to 10½ hours but 21 out of the 29 camps surveyed called for nine hours or more.

To secure the largest possible number of legally-employed young workers, legislation which was enacted during the war permitting the release of pupils of 14 or over for planting and harvesting and those 16 and over for canneries, green-houses and milk plants, has been extended to July 1, 1947. But such release may be granted only when there is insufficient available adult labour and only for a period of not more than 30 days in any year or 20 days in any three-month period. Pupils must be physically fit and the school authorities are responsible for safeguarding their educational interests.

As regards migrant labour, the law, as amended in 1946, requires every person who proposes to employ, recruit, transport or bring into the State ten or more migrant farm or processing workers to register with the State Industrial Commissioner before importing such

workers and to submit a statement on wages, housing and working conditions and such other information as the Commissioner may prescribe. The registrant must also give a copy of such statement to each worker, either at the

time of recruitment or immediately upon his arrival in the State and post a copy in any camp in which migrant workers are housed. Minors coming from another State must bring with them proof of age.

Maritime Labour Institute Conference

Many Problems of Interest to Workers Discussed at Annual Meeting

THE third annual conference of the Maritime Labour Institute of Dalhousie University, held this year, May 15-17, brought together over 60 representatives of trade union locals in the Maritimes to hear speakers on a wide range of topics of interest and importance to organized labour. Unions from all types of industry—coal mining, ship building, carpentering, painting, paper-making, salt mining, rail-roading—were represented at the course. The delegates came looking for information; when it wasn't given in the addresses they asked for it; and to their organizations they took back new ideas and new objectives.

"It is fitting, with the Maritimes' pioneering record in Canadian industrial relations that, through the Maritime Labour Institute, they should take the lead in labour education", said Dr. L. Richter, Director of the Institute, in welcoming the delegates. Hon. L. D. Currie, Minister of Labour for Nova Scotia, spoke to the delegates, as representative of the provincial government, calling on them to take the lead in educating labour to its rights and responsibilities.

Keynote of the conference was the topic of Dr. H. D. Woods, Associate Professor of Industrial Relations at McGill University, "Labour and Reconversion." He sketched the problems of reconverting the nation's economy to peacetime production: the backlog of demand for capital and consumer goods, the enlarged labour force, the dangers of inflation, and the divided jurisdiction of labour questions by the federal and provincial governments.

Norman S. Dowd, Executive Secretary of the Canadian Congress of Labour, spoke of the task of the International Labour Organization, describing the work done at its Paris Conference last October, and its plans for the future.

"The Health of Industrial Workers" was the subject of Dr. F. S. Parney, Chief of the Division of Industrial Hygiene of the Department of National Health and Welfare, Ottawa. Dr. Parney reviewed recent developments in industrial medicine, and set forth the methods by which workers can be protected from occupational diseases.

Delegates evinced interest in the social security system of New Zealand, described by Hon. David Wilson, High Commissioner for New Zealand in Canada, and formerly a member of that Dominion's Labour government. Mr. Wilson told of the measures taken to achieve social and economic security in New Zealand, and the methods through which the beneficial measures are being carried out.

During the last few months the housing shortage has been one of the most acute problems in Canada. To bring delegates a clearer understanding of the problem, and the methods by which it may be solved, Benjamin Higgins, of the International Labour Office, spoke on "The Housing Crisis". Nearly two-thirds of the nation, he stated, is poorly-housed, because of inadequate facilities to meet the demand of middle and lower income groups. The basis for solution is the cessation of high monopolistic prices on material, and of restrictive labour practices, and the development of new methods and materials for construction. Private enterprise, with government help in the form of low-interest, long-term loans, can meet the needs of the middle income group, but housing for the low-income group, he declared, will call for large-scale government subsidization of housing projects.

Ted F. Silvey, Reconversion Officer of the C.I.O., Washington, spoke to the delegates on "Labour and Technological Change." At one time technological change was strongly resisted by the workers, he stated, but to-day, both workers and management have accepted it as necessary and desirable for a prosperous life. But technological progress, he declared, has outrun social and economic development, and today's challenge is to bring about great changes in these fields, so that recurring cycles of booms and depressions may be abolished.

The final speaker was Russell Harvey, of the American Federation of Labour, Toronto. He described P.C. 1003, the Dominion's wartime Labour Relations Act, and urged unions to become more familiar with its provisions, its shortcomings and benefits, as a prelude to harmonious peacetime labour relations.

Rehabilitation

Extend Co-operative Efforts on Behalf of Disabled Veterans

SPECIAL arrangements to give greater effect to the existing co-operation between local offices of the National Employment Service of the Unemployment Insurance Commission, Department of Labour, and the Casualty Rehabilitation Services of the Department of Veterans Affairs in regard to the placing of disabled veterans in suitable jobs were announced recently by A. MacNamara, Deputy Minister of Labour.

While the local employment offices through their veterans' officers and their special placements officers have been instrumental in securing employment for a considerable number of disabled ex-service personnel, the placement of disabled veterans in employment is the special function of the casualty rehabilitation officers of the Department of Veterans Affairs. The procedure will now be broadened to allow of greater integration of the activities of both Departments in this work.

"Rehabilitation of disabled veterans is a matter deserving of the maximum co-operation of all agencies concerned in this work," said Mr. MacNamara. "While casualty rehabilitation officers of the Department of Veterans Affairs are primarily responsible for the placement in employment of disabled veterans, all offices of the National Employment Service must not only give every consideration to disabled veterans who seek employment, but must also co-operate fully with casualty rehabilitation officers in this phase of their work, so that the fullest benefit may be derived from the organization and opportunities developed by each."

Exchange of assistance and information will take place at both the regional and the local office level. Veterans' officers of the National Employment Service will assist in the investigation of cases submitted to them through the casualty rehabilitation officers. All inquiries by the latter regarding employment opportunities for disabled veterans and all disabled veterans seeking employment will be handled through the special placements sections of the local offices. Employer relations officers will continue to note and report employment opportunities for these veterans, not only in cases where the employer has placed an order with the local office for workers but in those cases where it is expected that an employer may have future openings which are of a suitable nature.

Casualty rehabilitation officers will refer the veteran to the local employment offices whenever convenient. If the veteran's disability is such that he cannot conveniently report to the National Employment Service, or if he lives in an outlying area, the employer interview will be arranged for him entirely by correspondence. Special forms will be mailed to him for completion and return to the local office. This will obviate the necessity of reporting in person. Before an interview is arranged with a prospective employer, the veteran has an opportunity to accept or reject the preferred position. In all cases where the veteran is registered with the local office, the casualty rehabilitation officer will be kept fully informed of the progress and settlement of his case.

Third Report on Veterans' Qualifications

THE third and final Report of the Royal Commission on Veterans' Qualifications together with two supplements to the Second Report (L.G. Nov., 1945, p. 1621) were tabled in the House of Commons on June 27, by the Honourable Humphrey Mitchell, Minister of Labour. This third report concluded the work of the Commission set up in April, 1945, under the chairmanship of Lt. Col. Wilfrid Bovey, O.B.E., to examine problems involving the granting of appropriate credits

for trade skill, and for technical and other educational training or experience gained in the Armed Forces.

In this final report, which is in four sections, the Commission finds that there is a very pressing need for legislation by all provinces on the subjects of trades standards and apprenticeship training. A lack of uniformity in trade standards in the provinces, the report states, has prevented the placing of a civilian evaluation on the Armed Forces trades in

which ex-servicemen had been engaged. Further, the evaluation of apprenticeship training was for the most part being based on the time spent in training rather than on the amount of instruction given or the skill attained.

The Commission is of the opinion that the rehabilitation of veterans cannot be made effective until laws and regulations within the nine provinces have been amended to give some standardization on a Dominion-wide scale. It adds that in its discussions with provincial government authorities the latter have in all cases expressed themselves as being prepared to consider the Commission's recommendations.

Rehabilitation of veterans with marine experience was also dealt with. The Commission asks that students be given "time-at-sea" credit for part of the time spent at school, and that they be allowed to sit for official examination in theory upon graduation, thereby waiving the present regulation that they must first have served time at sea.

With regard to ocean-going certificates, it is recommended that the Department of Transport seek authorization to issue temporary Second Mates' certificates to former naval officers who have earned watch keeping certificates on ships of the Royal and Royal Canadian Navies. It is suggested further that naval seamen who have served on merchant ships should be allowed to count their time at sea toward obtaining a Merchant Navy certificate.

During the sessions in Quebec the Commission studied the province's system of issuing Competency cards to veterans. Under the Collective Agreement Act of Quebec Province, every employee who is subject to a collective bargaining agreement must receive a Certificate of Competency from a Parity Committee before he may work at his job.

The Commission investigated complaints that Parity Committees had refused, without just cause, to issue Competency Certificates to veterans. These complaints were not borne

out in the evidence of the witnesses examined by the Commission, and representatives of Parity Committees stated, before the Commission, that they would be willing to give the veteran the benefit of any doubt as to his skill and knowledge. The Commission did find fault, however, with the lack of uniformity throughout the province in the trades governed by the Parity Committees in each district. There was no evidence of a general standard of skill, and the Commission claimed that it would be difficult to establish civilian credits throughout the province for armed forces trades. Under existing arrangements, Competency Cards issued by a Parity Committee in one district are not recognized in another, thus preventing qualified tradesmen from moving from their present location.

Apprenticeship and Seniority

With respect to restrictions governing the number of apprentices who may enter trades training, the report states that most of the trade unions had agreed to the Commission's request to relax quota restriction in favour of veterans for the next two or three years, in cases where it can be demonstrated that there is an actual shortage of qualified tradesmen. The unions also stated that they would waive the age requirements where they would prevent a veteran from entering a trade because he was over the age limit for apprenticeship.

Following examination of representatives of organized labour, the Commission reported that trade unions were greatly assisting veterans who were returning to their pre-enlistment occupations.

With regard to seniority status, it found that the unions were agreed upon a policy of allowing seniority, for persons who were union members prior to enlistment, to continue for the period of service in the Armed Forces. There was, however, a tendency in some instances to treat ex-servicemen seeking employment in an industry for the first time, in the same manner as they would treat any other person.

Rehabilitation of Ex-Service Personnel

"THE objective which the Department of Veterans Affairs has set itself and which the National Employment Service has also accepted and is helping to attain is 'a job for every employable veteran'." Such was the keynote of the address of Major-General E. L. M. Burns, Director General of Rehabilitation at the annual general meeting of the Canadian Manufacturers' Association, in Toronto, early in June.

General Burns pointed out that the phases of rehabilitation on which war veterans felt most keenly were two-fold: (a) employment and (b) housing. He discussed in detail what the government has done, is doing, and intends to continue doing, to achieve its objective with regard to ex-service personnel. He commended the co-operative work of Citizens' Rehabilitation Committees and other voluntary bodies in assisting veterans to find

jobs, and also "the overwhelming majority" of employers who had "re-instated their old employees in a generous spirit". They have gone "well beyond their legal obligations", he asserted. Continuing, he said, "So far as our records can establish, about 40 per cent of ex-service men return to their former occupations. . . . At present . . . some 60,000 are taking training under the Veterans Rehabilitation Act, almost exactly divided between vocational and educational".

Placement of Veterans

Referring to placements, General Burns stated that "the success in placing ex-service men in civil employment is beyond expectations. Our latest information shows that we have done better in this respect than they have in the United States". He did not wish to give the impression however, that the task was completed. "It may be that only the easiest part of the job has been done—that is, the settling of the ex-service men who have the best natural abilities and initiative".

He was emphatic in claiming that the policy of both the Department of Labour and the Department of Veterans Affairs recognized that it must be a first principle of the National Employment Service to give the employer good service. Even the keen desire for the placement of veterans is not permitted to override this principle. Preference is given veterans on the employment register only when they have the required qualifications for the jobs to be filled.

The speaker dwelt in some detail on benefits derived from vocational training for ex-service personnel, both on-the-job and in schools. This phase of rehabilitation, directed by the Vocational Training Branch of the Department of Labour, has the active co-operation of provincial departments of education. Officials and instructors at these training centres assist in finding jobs for veterans

and, as far as possible, maintain a measure of balance in the choice of employments made by ex-members of the Armed Forces. In this way the danger of overcrowding in specific lines of trade or industry is, to some extent at least, prevented.

Veterans' Seniority

"Seniority clauses, when they exist, frequently operate to the disadvantage of the veteran who has not been previously employed in industry", General Burns said. "It is not an answer to say that the solution to this problem is that the government should 'create full employment and then the veteran would be taken care of'. The fact is that any of the industries and occupations, where there are seniority agreements operating in this way, are among the best paid and it is not fair that a veteran who has served his country overseas in war, should be unable to get into these lucrative employments because the jobs are held by those who started their employment and established their seniority while the veteran was absent fighting."

He continued: "The award made by Justice Rand, in settling the Ford labour dispute last January (L.G., Jan., 1946, p. 130, No. 52), contained a clause which seems a very fair solution to the problem and which, it is understood, is working satisfactorily. If the principle contained in this portion of the award could be extended to all occupations and industries, it would remove this source of injustice", he asserted. "The Canadian Legion, in its recent convention (Quebec City, May, 1946) passed a resolution that this should be done. I think it is fair to say that representatives of labour on the higher levels recognize the justice of this contention, but the difficulty arises through the autonomy of local unions and the opposition of their recent members who would be adversely affected," General Burns stated.

Business Training for Ex-Forces Workers

The British Ministry of Labour and National Service is making provision for training suitable young men and women discharged from the Armed Forces who intend to make business their career. Not only is training provided, but where necessary, financial assistance is granted for the whole period of training.

In a brief explanatory article in the June issue of *Labour*, official organ of the Trade Union Congress, the Minister of Labour and National Service, Mr. George Isaacs, is

quoted as saying that while employers are anxious to deal fairly with young people from the Services, there are considerable difficulties to be overcome. To assist in solving these, the Business Training Scheme is designed to offer practical help. It "looks also to the future. Never has this country stood more in need of an ample supply of the best and best-trained brains, as recruits to all ranks of management. In ten and fifteen years' time, British business is going to need these young men."

Nature of Courses

The project, which has been framed and developed by business men, provides a short General Course of three months "to give students a grasp of basic business principles". Following this, a Specialized Business course for selected trainees is designed to give "a practical approach to administration in a particular firm or field of business. These courses will not be shorter than six months and may last up to two years." Maximum grants are at the rate of £160 a year with an additional £110 a year for a wife and £40 a year for each child. Fees for approved training at a technical or commercial college will also be paid. Employers may make "payments of grace" to a trainee during the period of a specialized training without such payment being deducted from any government maintenance grant allowed to the trainee.

Enrolment Conditions

The General Business course is open to men and women who have had at least one year's full-time effective war service and have the necessary education. An applicant must also satisfy one of the other conditions of

eligibility of which the two principal ones are: (1) that by reason of war service he was unable to start a career or start training for a career; (2) that his business career was interrupted by his war service before he had reached the age of 21, or before he had completed two years in business, whichever is more favourable to the applicant.

Each Specialized course must be approved as part of the plan by the Ministry of Labour and National Service before a trainee can qualify for assistance and trainees applying for these courses must have taken the General Business course. In selecting trainees for the Specialized courses employers will have the final say, but it is indicated that the Regional Appointments Offices will be in a favourable position to make recommendations. However, an employer who accepts a trainee for a Specialized course is not bound to take him on afterwards. In this regard, arrangements may be mutually agreed upon between the employer and the trainee. In cases where opportunities for quicker advancement are offered trainees, release from training may be arranged at any time.

Report of U.S. Fair Employment Practices Committee

"THE war gains made in eliminating discrimination in hiring practices are being rapidly dissipated in the United States." This was the charge contained in a final report presented to President Truman by the Fair Employment Practices Committee which ceased to function on July 1, following the expiry of the legislation under which it had operated.

The Committee's conclusions presented to the President held that:—

1. Wartime gains of Negro, Mexican-American and Jewish workers are being lost through a revival of discriminatory practices.
2. War veterans of these minority groups face greater difficulties to-day than other veterans in obtaining training and finding work.
3. Government action was effective in reducing wartime discrimination, but the gains began to disappear as soon as wartime controls were relaxed.
4. Only Congressional action to end employment discrimination can prevent the freezing of American workers into fixed groups with ability and hard work of no account to those of the 'wrong' race or religion.

5. This denial of equal opportunity, if allowed to become permanent, cannot fail to create discord.

6. Out of its experience, the Committee said it had found that employers and workers abandoned discrimination in most cases where government intervened, and that once the barriers were down the workers of varying races and religions worked together efficiently and learned to accept each other without rancour."

The report emphasized the need for "final authority" to support any policy against discrimination.

Some 80 per cent of the total complaints were filed by Negroes. During 1945 the chances to retain employment fell far more rapidly for Negroes than for white workers the report added. It stated that, generally, the opportunities to rise into skilled professional and managerial categories "dwindled to a scant few".

In outlining some of the prevalent discriminatory practices against returning service men of minority groups the report said "that they were having trouble getting into school, getting rehabilitation loans and obtaining skilled jobs."

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

John Ritchie and Company, Limited, and the Protective Union of Quebec Shoe Workers (C.C.C.L.).

Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 3, Lauzon, P.Q., and Davie Shipbuilding and Repairing Company, Limited.

The Employers' Syndicate of the Quebec Printing Industry, Inc.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company.

Norton Company of Canada, Limited.

Prudential Insurance Company of America. Canadian National Carbon Company, Limited, Toronto, Ontario.

Dominion Oxygen Company, Limited, and Prest-O-Lite Company of Canada Limited, Toronto, Ontario.

Employers' Association of Master Barbers and Hairdressers of Quebec, Inc., and the Syndicate of Journeymen Barbers of Quebec, Inc.

Imperial Oil Limited.

Modern Press Limited, General Printing and Bookbinding Limited, and Local 663, International Typographical Union, Local 206, Saskatoon Printing Pressmen and Assistants' Union and Local 85, International Brotherhood of Bookbinders.

Re: John Ritchie and Company, Limited, and the Protective Union of Quebec Shoe Workers (C.C.C.L.)

Reasons for Decision

This is an application for leave to appeal and an appeal from a Finding and Direction of the Regional War Labour Board for Quebec, dated January 22, 1946. Leave to appeal was denied by the Regional War Labour Board on February 14, 1946.

The Union applied to the Regional War Labour Board for a declaratory finding that the Company had wrongfully reduced the wage rates for two piece work operations in the Company's Stitching Department, and the Regional Board was requested to declare what the established rates were for the two operations in question. A brief résumé of the pertinent facts will be helpful to a full understanding of this appeal.

The dispute centres around the rate for stitching operations on footwear which is made without a box toe. The two operations in question are:—

Stitching 2 x 1 Toe-cap
Stitching 2 x 2 Toe-cap

Up to 1940 the rates for these operations were 12 cents and 17 cents, respectively. The Union contends that from 1940 to 1943 the Company paid 17 cents and 21 cents, respectively, for these operations, and that in 1943 the Company reduced the piece work rates to 12 cents and 17 cents. It is contended by the Union that the established rates of the

Company for those operations are the rates which were being paid as of November 15, 1941.

The Company, on the other hand, states that there was very little production of footwear without box toe between 1940 and 1943 (almost all the production being with box toe, in which case the regular piece work rates for these operations are 17 cents and 21 cents), and that during that time on the rare occasion when footwear without box toe was being produced, the higher rates were paid only as a result of an error on the part of one of its clerical employees. It was further pointed out that the error was discovered and the proper rates for the operations in question were restored at least two years before the point was raised by the Union in its application to the Regional Board, and in the meantime, no complaint had been received from the employees.

We are unable to understand why the employees, if they felt that there was merit to their contention, waited for two years before raising the issue. In these days when employees are, as a rule, quite conversant with their rights, a delay of this kind tends to lead us to believe that their silence over the two year period indicates that they did not consider that there had been any improper action taken by the Company. Further, the Company's explanation that they had paid the

higher rates as a result of an error appears reasonable and, if this is so, it follows that an error on the part of the Company cannot be or become the basis of a right on the part of the employees.

All of the above facts were presented to the Regional War Labour Board for Quebec, which accepted the Company's explanation of an error having been committed by it.

The Regional Board does not appear to have made any fundamental error in its consideration of this application, and we cannot see any reason for interfering with their decision.

The Union's application for leave to appeal will be granted and the appeal dismissed.

Finding and Direction will be issued accordingly.

June 7, 1946.

Re: Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 3, Lauzon, P.Q., and Davie Shipbuilding and Repairing Company, Limited

Reasons for Decision

This is an application by the Union to obtain a retroactive adjustment of ten (10c.) cents for every hour worked at piece work rates in the period April 16, 1943, and February 11, 1944, inclusive by Riveters, Holders-on and Rivet Heaters in the employ of the Company.

The application is based upon a qualification included in the National War Labour Board's Finding and Direction of January 5, 1944, in respect of the shipbuilding and repairing industry in the Provinces of Ontario and Quebec, providing for the establishment of a Committee to study existing incentive wage payment plans and systems of contract work as then in effect in the respective yards and the consideration that as such Committee was not established, the study of such plans contemplated by the qualification was not made.

The wording of the qualification in question did not imply that an increase in the

prevailing rate of compensation of Riveters and other occupational classifications at piece work rates might be anticipated and both the Union and the Company concerned are wholly cognizant of the reasons why the Committee was never established.

In all the circumstances of this case, this Board does not consider that the employees affected, suffered any "gross inequality or gross injustice" by reason of the fact that no committee such as that intimated was ever set up, and in any event, this Board operating under the provisions of P.C. 9384 as now amended, could not and would not direct retroactive adjustment for the period April 16, 1943, to February 11, 1944, because it is not competent for the Board to direct retroactivity for any period prior to February 15, 1946.

Therefore, the application of the Union is disallowed.

June 11, 1946.

Re: The Employers' Syndicate of the Quebec Printing Industry, Inc. and Catholic Syndicate of Printers and Bookbinders of Quebec Inc.; International Union of Pressmen and Stereotypers, Local 152; International Typographical Union of Quebec, Local 302, and International Union of Bookbinders, Local 152.

Reasons for Decision

This is an appeal by the Employers' Syndicate from a decision of the Regional War Labour Board for Quebec, dated February 12, 1946. The only question in this appeal is with respect to the effective date of the decision of the Regional Board.

Pursuant to a collective agreement entered into between the Employers' Syndicate and the above named Unions, and in pursuance of the Collective Agreement Act of the Province of Quebec, the said collective agreement was promulgated by Provincial Order in Council No. 3022 of October 21, 1943, amended by Order No. 895 of March 18, 1944. The said Order in Council provides that it may be terminated by notice in writing by either

of the parties giving to the other sixty days' notice prior to the expiry of the Order in Council. The said Order in Council was to remain in effect normally until October 15, 1945. Pursuant to the provision of the said Order in Council with respect to the giving of notice of termination, the Unions notified the Employers' Syndicate between August 10 and August 15, 1945, that they would not renew the collective agreement. In view of the fact that the parties were negotiating toward a new agreement, the Parity Committee of the Graphic Arts Industry of Quebec and District, to which the employers and employees belong, adopted a joint resolution on September 28, 1945, requesting the Provincial authorities to extend the Order in

Council from October 15, 1945, to November 15, 1945, pending the outcome of their negotiations on the understanding that the retroactive date of the new agreement would be November 1, 1945. Early in November, 1945, the Department of Labour for the Province of Quebec notified the Unions that the notice that it had given in August was invalid. The invalidity was occasioned by a technical defect in the notice. Upon receiving this ruling from the Provincial Department of Labour, the Employers' Syndicate at first stated that the Order in Council No. 3022 was automatically renewed and that, therefore, there was no need for further negotiation. Shortly thereafter, however, they did resume their negotiations with the Unions, and a mutual agreement was concluded. The agreement was approved by the Regional War Labour Board for Quebec as a result of the joint application of the parties. The only point of difference between the parties was, however, in respect to the date upon which such new agreement was to become effective. The Union, relying upon the joint resolution of September 28, 1945, contended that November 1, 1945, was to be the effective date, while the Employers' Syndicate stated that January 1, 1946, should be the effective date as it was the commencement of the new Fiscal Year for the employers. The Regional War Labour Board, after considering all circumstances of the application, upheld the

Unions' contention and made its Order retroactive to November 1, 1945.

Section 30 (2) of the Wartime Wages Control Order, as amended, gives to Regional War Labour Boards the power of discretion in deciding the effective date of any Order made by them. It follows, therefore, that this Board may not lightly interfere with the discretion of the Regional Board, if the Regional Board does not appear to have been governed by any misconception or misunderstanding of the case. In the case of Messrs. Weiller and Williams Company Limited, Saskatoon (LABOUR GAZETTE, January, 1945, page 27), we said:—

The matter of retroactivity is discretionary (Section 30 (2) of P.C. 9384) and, as a rule, this Board does not substitute its discretion for that exercised by a Regional Board, unless it be demonstrated that the latter proceeded upon some material error.

The Regional War Labour Board gave very careful consideration to the question of retroactivity. Indeed, at the request of the Employers' Syndicate, it reconsidered its decision, but did not see fit to alter it. No evidence has been presented to us which indicates that the Board proceeded on other than proper principles. There is no evidence of a positive character that that discretion was wrongly exercised.

The appeal must, therefore, be dismissed. There will be a Finding and Direction issued accordingly. June 6, 1946.

Re: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company.

Reasons for Decision

This is an application by the Brotherhood on behalf of occupational classifications engaged in Coal Dock operations at Fort William, Ontario, for a direction to the Company to establish an eight (8) hour day and to pay rate of time and one-half for all time required to be worked in excess of eight (8) hours per day, and rate of double time for work required to be performed on Sundays and seven (7) designated Statutory Holidays.

The payment of double time rate for work required to be performed by such occupational classifications on Sundays and Statutory Holidays was a condition already in effect before November 15, 1941, and, therefore, this part of the application does not need to be dealt with by the Board.

It is generally established practice under other Railway Wage Agreements to pay rate of time and one-half for time required to be worked by employees in excess of eight (8) hours per day. This condition has likewise become more or less generally established practice in most industries and is particularly prevalent in industries in the region of the Lakehead, Fort William and Port Arthur. In these circumstances it is the view of the Board that rate of time and one-half should be paid to the occupational classifications covered by the application for time required to be worked in excess of eight (8) hours per day.

There will be Finding and Direction accordingly.

June 11, 1946.

Re: Norton Company of Canada, Limited

Reasons for Decision

The Company applied to the Regional War Labour Board for Ontario for permission to increase rates for its Senior Abrasive Technicians and a Pulpstone Technician. The Regional Board by its decision dated March 20, 1946, dismissed the application. Later, that Board granted leave to appeal from the decision.

The duties and responsibilities of the Company's Senior Abrasive Technicians include the sale of various types of grinding wheels and abrasive products, and the training of industrial distributors' salesmen in the sale, service and application of the Company's products. These technicians are also required to recommend to the end users of the Company's products, the methods by which the greatest use of those products may be had. The incumbents in this classification are not above the rank of foreman.

The evidence before us is to the effect that the Company's Senior Abrasive Technicians are paid a salary and a bonus or commission based on sales. The salary has continued at the same rate since 1936. The amount earned by bonus or commission on sales has fluctuated from year to year.

The Company's most nearly comparable competitor has employees engaged in the same type of work as that performed by the technicians in question. We find that the salary paid by the Company to the employees in this classification is low in comparison with the salary paid by the competitor. Incidentally, the competitor also pays a bonus or commission to its Technician.

We have come to the conclusion that the increase requested by the Company for its Senior Abrasive Technicians should be allowed.

The case of the Pulpstone Technician is different from that of the Senior Abrasive Technician. The Company has one employee in that classification. He was appointed to

that position on December 1, 1941. As of the basic period November 15, 1941, the position was vacant, the previous incumbent having been promoted to the position of sales manager on July 1, 1941. The Company asks permission to pay the present incumbent the same salary as that paid his predecessor in 1941.

In Wartime Wages Control Order P.C. 5963, of July 10, 1943, it was provided that where, by reason of a temporary vacancy in any occupational classification, no range of wage rates or single wage rate was, on November 15, 1941, being paid by an employer in respect thereof, a range of such occupational classification within a period of four years from the said date, shall for purpose of this Order, be deemed to be the range of wage rates or single wage rate paid by the employer on such date and to form part of the basic scale of wage rates paid by such employer on November 15, 1941.

The Company did not choose to pay the present incumbent the rate established for his predecessor, but went to the Regional Board and obtained authority to pay a lower rate for the period during which the employee would acquire experience necessary to fit him for the job.

It is our view that the Company, by obtaining such authority, became entitled to establish and have a range of rates, the low of which was authorized by the Regional Board as aforesaid, and the high, the rate paid to the previous incumbent. In any event, it is our opinion that it would be fair and reasonable and consistent with the purpose of the Order having regard to all the circumstances to recognize and confirm the range of rates above referred to as being applicable to the Company's Pulpstone Technician.

The appeal is allowed. There will be a Finding and Direction giving effect to this Decision.

June 13, 1946.

Re: Prudential Insurance Company of America

Reasons for Decision

This is an appeal from the Finding and Direction of the Regional War Labour Board for Manitoba, dated February 20, 1946, by which Finding and Direction the said Regional Board held the occupational classification of "Assistant Superintendent" to be above the rank of foreman or comparable rank within the meaning of the Wartime Wages Control Order, 1943.

We have given careful consideration to the nature of the duties which are required to be

performed by the Company's "Assistant Superintendents". These duties are not of an executive character. Indeed, the duties of the "Assistant Superintendent" are those of a foreman. He has general supervision over the Company's agents in his district; he instructs these agents and assists them in the performance of their duties, which include the sale of new insurance and the collection, conservation and servicing of insurance that is in force. In the absence of one of his agents, the "Assistant Superintendent" is

required to perform, temporarily, the duties of such absent agent. It might also be pointed out that identical applications were made to the other Regional War Labour Boards, and in no case, with the exception of the present one, was the "Assistant Superintendent" held to be above the rank of foreman or comparable rank.

In the determination of the status of the "Assistant Superintendent", we have had an opportunity of examining the formal contract which an "Assistant Superintendent" is required to enter into, which contract specifies his rights and responsibilities.

As a result, we are satisfied that the Company's "Assistant Superintendents" are not above the rank of foreman or comparable rank.

Having thus disposed of the question of status, there remains to be considered the substantive part of the Company's application, wherein they requested an increase in the basic wage rates for their "Assistant Superintendents". We are satisfied that the Company's application for an increase in the base rates for "Assistant Superintendents" is reasonable. Comparison has been made with other insurance companies carrying on business in Manitoba, and the rates requested are not only in line with competing insurance firms but, in some cases, are somewhat lower. In the light of these circumstances, it is considered reasonable to approve the requested rates.

Finding and Direction will be issued accordingly.

June 13, 1946.

Re: Prudential Insurance Company of America

Reasons for Decision

This is an appeal from the Finding and Direction of the Regional War Labour Board for Ontario, dated March 20, 1946, by which Finding and Direction the said Regional Board refused the Company's application for an increase in the wage rates for the occupational classification of "Assistant Superintendent".

The Assistant Superintendent's wage rates comprise a single rate and certain commissions. Comparable employers in Ontario maintain substantially the same method of remunerating their Assistant Superintendents.

The current single rate and the rates of the commissions now in effect for the Company's said employees are low in comparison with the rates and commissions presently prevailing, for Assistant Superintendents in the employ of comparable employers in Ontario.

In view of the above circumstances, we consider it reasonable to allow the Company's appeal and to approve the requested rates.

Finding and Direction will be issued accordingly.

June 13, 1946.

Re: Prudential Insurance Company of America

Reasons for Decision

This is an application for leave to appeal and an appeal from the Finding and Direction of the Regional War Labour Board for Alberta, dated April 4, 1946, whereby the said Regional War Labour Board refused the application of the Company for an increase in wage rates for the occupational classification of "Assistant Superintendent". Leave to appeal was also refused by the said Regional War Labour Board.

The facts in this case are identical with those in the case of Prudential Insurance Company of America. The two cases are similar in all respects.

For the reasons enunciated in our Reasons for Decision, dated June 13, 1946, in the case of Prudential Insurance Company of America, we grant the Company's application for leave to appeal and allow the said appeal.

Finding and Direction will be issued accordingly.

June 13, 1946.

Re: Canadian National Carbon Company, Limited, Toronto, Ontario

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Ontario, dated May 14, 1946, leave to appeal having been granted by the Regional Board.

The Company's application leading to the said decision requested authority to make certain adjustments in base rates and to make

certain modifications in overtime conditions coincident with a change in the number of hours worked per week. The Regional Board, without giving reasons, dismissed the application.

It is essential, in the interests of clarity, to set forth in some detail, the circumstances leading to the making of the application to the Regional Board. In the early part of

1932 and continuing until February 1, 1941, the Company's scheduled work week for hourly payroll employees consisted of 43½ hours, made up of 5 days of 8·7 hours each. In February, 1941, the work week for those employees was extended to 48 hours, a six day work week. This extension, the Company explains, was made as a temporary measure and introduced mainly to conform to the announced government policy of encouraging longer work weeks in order to assist in meeting the overall industrial manpower requirements of Canada. At the time when the extension was made, the Company gave an undertaking to its employees to return to a five day week as soon as circumstances and conditions permitted.

The Company's officers are of the opinion that a cut-back in hours should be implemented at once, not only to satisfy the Company's undertaking to its employees, but also to avoid or at least minimize the laying off of other employees in order to meet its obligations under Reinstatement in Civil Employment Act (1942), to those of its 170 employees who, during World War II, became members of His Majesty's Armed Forces, most of whom have since returned to service with the Company. To maintain the highest possible level of employment consistent with its requirements under existing conditions, the Company proposes to adopt a 40-hour week, five days of 8 hours each.

The adoption of a 40-hour week involves a reduction in work time of 16·7 per cent when expressed as a percentage of the present 48 hour week. The Company takes the position that its employees should not bear the full cost of the change and to meet the employees part way, is prepared to provide an average increase in rates of approximately 10·4 per cent overall, i.e. 9·2 per cent for time rates and 11·1 per cent for piece rates. By converting the proposed percentage increases for time rates into cents per hour, we find that they range from 5c to 9c an hour, with an average of 7·8c an hour.

What we are called upon to determine in this appeal is whether the proposal is one which can be regarded as coming within Section 20 (1) (a) of Wartime Wages Control Order, 1943, as amended by Order in Council P.C. 348. To succeed in this appeal, the Company must show either that the wage rates for the occupational classifications are low when compared with the wage rates generally prevailing for the same or similar occupational classifications in the Toronto area, or that the proposed adjustments are *reasonable* in the circumstances of this case and consistent with the maintenance of existing prices of

the goods and services which the Company sells.

Little, if any, attempt was made to justify the proposal on the plea that existing wage rates are below prevailing rates. We recognize that it would be virtually impossible to bring the case within the first part of 20 (1) (a) because nearly all of the 150 occupational classifications or grades of classifications involved are peculiar to the Company's organization. Some evidence was, however, submitted in support of such plea as it concerns a few classifications which are common in other industries. That evidence, while not of itself conclusive, lends some support to the plea, in the alternative, that the Company's proposal is reasonable.

We have compared the Company's wage schedule of August, 1939, with the proposed schedule. The increases involved in the proposed rates over the 1939 rates are comparable with the increases in wage rates which have been made since August, 1939, in the majority of manufacturing establishments whose affairs have come to our notice. That seems to be a further ground for saying that the Company's request is reasonable.

When dealing with a case such as this, we regard it as our duty to ascertain whether the goods being produced by the establishment concerned are in normal supply. It must be remembered that wage stabilization forms part of Canada's anti-inflation programme. That programme was adopted as a means of controlling prices of goods which fell into short supply as a result of the diversion of industrial output from consumer goods to munitions and supplies. Many lines of consumer goods, are still in short supply. To get those goods into normal supply seems to be the most effective way of beating off the ravages of an inflation. To us it has always seemed inconsistent to look with favour on a reduced work week in an industry and at the same time complain about the scarcity of goods produced by that industry. There is a presumption that a reduction in the number of hours worked lowers production and postpones the day when goods will be in normal supply. It is difficult to find grounds for saying that it would be *reasonable* to approve wage increases merely for the purpose of maintaining take-home pay consequent upon a reduction in the work week of any establishment engaged in producing goods that are, nevertheless, in short supply.

We have applied the aforementioned test to this case. We find that the goods such as the Company produces are in normal supply. The danger of any rise in prices of these goods is remote. Moreover, and in any event, we have the Company's assurance that the

increased cost which would result from the proposed increases in wage rates can be borne by it out of sales of its goods at existing prices. These factors we regard as further grounds for saying that the Company's request is reasonable.

Having disposed of the main issue involved in this case in the manner indicated above, we see no reason for withholding approval on the requests concerning weekly and monthly

rated employees and concerning overtime conditions as those conditions apply to hourly and piece rated employees.

The appeal is allowed. There will be a Finding and Direction giving formal effect to this decision. The adjustments involved in this case may be implemented by the Company with effect not earlier than the date of this decision.

June 19, 1946.

Re: Dominion Oxygen Company Limited and Prest-O-Lite Company of Canada Limited, Toronto, Ontario

Reasons for Decision

This is an appeal by the Companies from a Decision of the Regional War Labour Board for Ontario, dated May 14, 1946, leave to appeal having been granted by the Regional Board.

The Companies' application leading to the said Decision requested authority to make certain adjustments in base rates and to make certain modifications in overtime conditions coincident with a change in the number of hours worked per week.

Except in respect of certain minor details which need not here be mentioned, the factors

involved in this case are the same as those outlined in our Decision in Canadian National Carbon Company, Limited, dated June 19, 1946.

This Board's reasons for allowing the appeal in the Canadian National Carbon case apply with equal force in this case and we allow this appeal accordingly.

There will be a Finding and Direction setting out in detail the items for which approval is given as requested by the Companies.

June 19, 1946.

Re: The Employers' Association of Master Barbers and Hairdressers of Quebec, Inc., and the Syndicate of Journeymen Barbers of Quebec, Inc.

Reasons for Decision

The Employers' Association, described above, asked for leave to appeal and appeals from the Finding and Direction of the Regional War Labour Board for Quebec, dated January 22, 1946. The Regional Board, by the said Direction, ordered the Employers' Association, *inter alia*, to increase from 40 per cent to 55 per cent the commission payable to regular employees (barbers) on the receipts from their work over \$29 per week. The Employers' Association ask that the commission remain at 50 per cent.

A brief summary of the relevant facts of the case appears to be in order. Pursuant to a collective agreement entered into between the Employers' Association and the Union, the barbers of Quebec, under the authority of the Collective Agreement Act, Revised Statutes of Quebec, Chapter 163, as amended, issued Order in Council 3365. The said Order in Council provides for the *minimum* wage rates to be paid in certain zones to journeymen barbers in the City of Quebec and district. It was argued on appeal that barbers in other districts in the Province of Quebec are, in pursuance of other Orders in Council relating

to the Barber and Hairdresser Trades, paid higher *minimum* rates than those prescribed for Quebec City and district.

The submissions before this Board dealt exclusively with the question of inequalities in the *minimum* rates as between districts. It should be borne in mind that War Labour Boards are not concerned with *minimum* rates; rather are they concerned with *actual* prevailing rates. We can do no better than to refer to the decision of this Board in the case of Printing Trades of Montreal (L.G., January, 1946, p. 37), where a somewhat similar appeal was entertained by the Board. In that case we said, "We pointed out during the hearing and now repeat, that the fixing of *minimum* rates, as such, forms no part of the function of this Board. We are required to deal with *actual* rates." The opinion expressed in the Printing Trades' appeal applies with equal force in the present appeal. No attempt was made to prove that the *actual* prevailing rates in the City of Quebec and District are lower than the *actual* prevailing rates in other districts. The Board merely referred to the various Orders in Council relating to barbers and hairdressers

and was asked to observe the differences in the *minimum* rates established by the Provincial Decree.

In view of the fact that there is no evidence before the Board that the *actual* prevailing wage rates for journeymen barbers in Quebec City and District are lower than the *actual* prevailing wage rates in other districts in the Province of Quebec, the Board

is of the opinion that it has not been proved that there should be any change in the wage structure. Consequently, we deem it advisable to grant the application of the Employers' Association for leave to appeal, and to allow such appeal.

Finding and Direction will be issued accordingly.

June 20, 1946.

Re: Imperial Oil Limited and Joint Industrial Council of Imperial Oil Limited, Sarnia Refinery

Reasons for Decision

With leave of the Regional War Labour Board for Ontario, the Council appeals from a Decision of that Board, dated April 12, 1946. The Regional Board dismissed an application made by the Company and the Council for permission to increase wage rates and make certain changes in overtime conditions coincident with a change in the number of hours worked per week. The Company has indicated its concurrence in the action taken by the Council in instituting this appeal.

In 1932, the Company established a 40-hour week for its hourly rated employees at its Refineries located at or near Sarnia, Regina, Montreal and Dartmouth. On March 1, 1941, the work week for those employees was increased to 44 hours. At the time when the work week was extended, the Company gave its employees an undertaking that it would revert to the 40-hour week when the circumstances permitted.

In due course, following the cessation of hostilities of World War II, the Company and the Council decided to revert to the 40-hour week. We have no doubt but that the decision was largely influenced by the fact that it was necessary to make provision for the reinstatement of veterans, and at the same time keep in employ as many of the other employees as would be possible under the circumstances. In this connection, it is interesting to note that more than 600 of the Company's employees from the Sarnia plant became members of His Majesty's Armed Forces during World War II,

and of that number, 400 have already been reinstated in employment, and another 50 are expected to return to their former jobs.

The Company agreed with the Joint Industrial Councils at the four Refineries to seek permission from the appropriate Regional Boards to increase wage rates by amounts equal to 10 per cent so that the income of the employees would not be lessened by reason of the reduction in hours worked. The applications were made to the Regional Boards and the same were approved in all cases, except the one now before us.

What is requested in this case is that we approve increases in the wage rates which have been in effect ever since 1937, subject, of course, to the merging of the cost-of-living bonus with those rates. In other words, since 1937 there have been no increases in wage rates made or granted for the employees concerned in this application. It is hardly necessary to remark that the foregoing fact is most unusual when we take into account the wage adjustments which have been made in other industries since that year.

We regard the request made by the Company and the Council as reasonable. The Company has given its undertaking that the increases proposed will not be used as a ground for any increase in the price of its products.

The appeal is allowed and the adjustments may be made at any time after June 20, 1946. Finding and direction will be issued accordingly.

June 20, 1946.

Re: Imperial Oil Limited

Reasons for Decision

This is an appeal by the Company from the decision of the Regional War Labour Board for Ontario, dated April 12, 1946, wherein the Regional Board dismissed the Company's application for permission to change the conditions of employment (hours of work) of its weekly and monthly rated plant and office

employees at the Sarnia Refinery. Leave to appeal was granted by the Regional Board.

The application was made to the Regional Board at or about the time when the Company and the Joint Industrial Council sought approval of the plan to increase by 10 per cent, the wage rates of its hourly rated employees at the same Refinery, coincident with the reduc-

tion of the work week from 44 hours to 40 hours.

The application in this case covers approximately 370 employees. Some of these employees are at present working 48 hours per week, some 44 and others 40. We shall deal with each of such groups separately and in the order above indicated.

The employees in the occupational classification of Process Foreman comprise the first group. Up until March 1, 1941, their regular work week was 42 hours. On that date, their work week was increased to 48 hours. To compensate them for the six extra hours, their wage rates were increased proportionately. The Company wants to restore the 42 hour week for these employees and in order that their wage rates be maintained in proper relation to the wages of the hourly rated employees, the Company asks permission to adjust the foreman rates. Put briefly, the adjustment involves, firstly, the cancellation of the aforementioned proportionate increase. This would produce a figure equal to the 1941 rate, plus the cost-of-living bonus, subsequently incorporated. To that figure, the Company proposed to add an amount equal to 10 per cent thereof.

The adjustment proposed for the Process Foreman is in line with the adjustment which we have already approved for the hourly rated employees at Sarnia.

Other weekly and monthly rated plant employees comprise the group working 44 hours per week. Prior to March 1, 1941, they worked 40 hours per week. In the case of the salaried office employees, the weekly working schedule was increased from 35 to 40 hours as of April 1, 1943. The employees in each of these two groups received proportionate increases in wages or salaries to compensate them for the extra hours worked.

The Company asks permission to reduce the work week of the two groups referred to in the last above paragraph, to 40 and 36½ hours respectively. Both adjustments are within the formula approved by us in the case of hourly rated employees.

It has been shown to us that the employees in the same groups located at Regina, Montreal and Dartmouth have already been given the same conditions of employment as to hours of work as those which the Company proposes here. It has also been shown to us that it is the established practice of the Company to maintain uniformity of rates and working conditions for the employees at all the Refineries.

Having regard to all the circumstances of this case, we are of the opinion that it would be fair and reasonable to approve the proposals herein. We allow the appeal and there will be a Finding and Direction accordingly.

June 24, 1946.

Re: Modern Press Limited, General Printing and Bookbinding Limited and Local 663, International Typographical Union, Local 206, Saskatoon Printing Pressmen and Assistants' Union and Local 85, International Brotherhood of Bookbinders.

Reasons for Decision

The Companies are job printers carrying on business in Saskatoon, Saskatchewan. The Unions represent employees of the Companies. Collective agreements were entered into between these parties and in due course they applied jointly to the Regional War Labour Board for Saskatchewan for permission to implement the terms of the agreements insofar as the terms concerned changes in terms of employment. The Regional Board dismissed the applications, but granted leave to appeal.

According to the evidence submitted to us, the employees are paid at weekly rates, and at the present time, are on a regular work week of 44 hours. The parties agreed that the work week would be reduced to 40 hours, and that there would be no reduction in the weekly rate of pay.

This case comes under Section 20 (1) (b) (i) of Wartime Wages Control Order, 1943. What is asked of us is that we authorize an alteration of a term of employment which has the

effect of increasing, indirectly, the single rates established under the Order for the Companies' occupational classifications of employees. Any such authorization must be granted "in such manner . . . as in the opinion of the National Board is fair and reasonable and is consistent with, and will give effect, to the purposes of this Order, having regard to all the circumstances deemed by it, in its discretion, to be material".

One of the main purposes of the Order is to maintain stability in prices and prevent increases in the general cost of living. Put in another way, it can be said that it is the duty of War Labour Boards to administer the said Order in such manner as will prevent inflation.

Any direction which would have the effect of increasing the amount of money that goes as wages into the hands of employees, might have some inflationary effect. Approval of the applications in this case would not have such effect. In saying this, we are not unmindful of the terms respecting overtime. In this con-

nection, however, it has been shown that additional employees have been engaged. This will have the effect of eliminating much of the overtime which has been paid when the employees were on a 44 hour week. It is also noted that the parties have agreed to an arrangement whereby the work days will be staggered between the employees, so that the employers may operate their plants on six days of 8 hours each at straight time. There will be no Saturday overtime, as heretofore paid, unless, and to the extent, that the employees work more than 8 hours on that day.

It cannot be said that the proposal is one which runs counter to the purposes of the Order, having regard for take-home pay.

It is our understanding that certain decreases in wage rates were made by the Companies during the economic depression of the early thirties, and that those losses were made up only when the cost-of-living bonus was merged with the wage rates in February, 1944. It was stated that no general increases have been granted to the employees in question, a fact which we regard as being of some considerable importance.

The Regional Board quite properly took the precaution to warn the employers that if the applications were authorized, the increased costs resulting from the implementation of the authority could not be used by the Companies

as a ground for increasing the prices of their services. Indeed, the Regional Board asked the Companies to give undertakings that such increased costs would not be so used. General Printing and Bookbinding Limited gave the undertaking. Modern Press Limited stated that it was not prepared to give such undertaking.

The warning and the request for the undertaking, referred to in the preceding paragraph, indicates that the Regional Board was fully aware of the duties it must assume in dealing with the case.

Having regard for all the circumstances of the case, we have come to the conclusion that it is fair and reasonable and consistent with the purpose of the Order to authorize the Companies to give effect to the terms of the aforementioned collective agreements. The appeal is therefore allowed. This authorization is given upon the distinct understanding and condition that any increased costs resulting from the implementation of the authorization will not be used by the Companies or either of them, as a ground or basis for any increase in the presently existing price or prices of their services or of the services of either of them.

There will be a Finding and Direction accordingly.

June 25, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to govern adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of June. During this period the Board received eleven applications, held four hearings, issued two certificates designating bargaining representatives, ordered two representation votes and rendered decisions in two appeal cases.

Certificates Issued

Two applications for the certification of bargaining representatives were approved by the Board and certificates issued as below:—

1. Messrs L. McDermott, C. J. McDougall and M. A. Roberge and the *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 56*, for employees employed by *F. J. Murray, Kirkland Lake, Ontario*. The chief clerk was excluded from the bargaining unit.*

2. Messrs J. L. Pateman and A. Mose and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* for employees in the Superintendent's Office of the *Canadian Pacific Railway Company, Regina, Saskatchewan*, classified as clerk stenographer, maintenance-of-way clerk and clerk.**

Representation Votes Ordered

1. *Canadian Brotherhood of Railway Employees and Other Transport Workers and Bessborough Hotel, Canadian National Railways, Saskatoon, Saskatchewan*. (L.G., June, 1945, p. 751.) Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Manitoba, was appointed by the Board to act as Returning Officer in a vote of certain employees of the Bessborough Hotel, Canadian National Railways, Saskatoon, Saskatchewan.

* Following investigation of the application.

** Following investigation of the application and a representation vote.

2. *Quebec Federation of Professional Employees and Bell Telephone Company of Canada, Montreal, Quebec.* (L.G., December, 1945, p. 1788). The Board ordered a representation vote of employees in the Department of the Vice President (Engineering), the Engineering Department, Eastern Area, and in the division plant engineering groups of the Eastern Area Plant Department of the *Bell Telephone Company of Canada, Montreal, Quebec.*

Applications for Certification Received During the Month of June

1. *Canadian Air Line Navigators' Association* on behalf of Navigating Officers of *Trans-Canada Air Lines, Winnipeg, Manitoba.*

2. *Order of Railway Conductors* on behalf of Road Train Conductors employed by the *Canadian Pacific Railway Company (Eastern Lines) Montreal, Quebec.*

3. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of clerks, etc. employed by the *Toronto Hamilton and Buffalo Railway, Hamilton, Ontario.*

4. *Brotherhood of Railroad Trainmen* on behalf of the Road Train Conductors employed by the *Canadian Pacific Railway Company (Western Lines) Winnipeg, Manitoba.*

5. *Canadian Seamen's Union, Pacific Coast District*, on behalf of the unlicensed crew members in deck, engine room, and stewards'

departments of vessels operated by *Union Steamships Limited, Vancouver, British Columbia.*

6. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on the vessel of *Syclo Chief Limited, Montreal, Quebec.*

7. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on the vessel of *Syclo Warrior Limited, Montreal, Quebec.*

8. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of clerks in the Superintendent's office of the *Canadian Pacific Railway Company, Saskatoon, Sask.*

9. *International Longshoremen's and Warehousemen's Union Local 507*, on behalf of elevator employees, employed by *Searle Grain Company Limited, New Westminster, B.C.*

10. *International Longshoremen's and Warehousemen's Union Local 507*, on behalf of elevator employees, employed in elevators Numbers 1 and 2 of the *Alberta Wheat Pool, Vancouver, B.C.*

11. *International Longshoremen's and Warehousemen's Union Local 507*, on behalf of elevator employees of the *Pacific Elevators Limited, Vancouver, B.C.*

Decisions of Board in Appeal Cases

The Board issued Reasons for Judgment in three cases, the texts of which are given below:—

Between: Quebec Federation of Professional Employees, Unit No. 3, Applicant, and The Bell Telephone Company of Canada, Respondent

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Deschamps, Mosher, and Taylor.

Reasons for Judgment

1. This is an application made by Unit No. 3, *Quebec Federation of Professional Employees* for certification of bargaining representatives of employees in the Department of the Vice-President (Engineering), the Engineering Department, Eastern Area, and in the Division Plant Engineering Groups of the Eastern Area Plant Department of the *Bell Telephone Company of Canada.*

In its application, as amended, during the course of the hearing before this Board, the employees in the said Company establishments whom the applicant sought to have certified as an appropriate bargaining unit were described as all professional engineers, as that term is defined in the Professional

Engineers Act, RSO 1937 c. 237, practising as professional engineers in Ontario and all civil engineers as that term is defined in the Civil Engineers Act RSQ 1941 c. 270, practising as civil engineers in Quebec other than those who are above the rank of division plant engineers.

The application was opposed by the Company on a number of grounds.

STATUS OF PROFESSIONAL EMPLOYEES

2. The Company urged as a preliminary objection that a ruling made by this Board in April, 1944, to the effect that persons employed in a professional capacity should be considered as employed in a confidential capacity, is incapable of later revocation by the Board and effectively excludes all such employees from collective bargaining under P.C. 1003.

The Board entertains no doubt as to its authority to revoke, amend or vary any rule

or regulation made by it at any time including the ruling which has been referred to. However, since the issue has been raised, the Board considers it advisable to outline the policy of the Board in relation to persons employed in a professional capacity.

Following the inception of the Board's operations in April, 1944, the Board, upon the request of the Minister of Labour, heard representations made by the major professional engineering and other applied science organizations in Canada to the effect that professional men be excluded from the operation of P.C. 1003 by the amendment thereof. Those speaking for these organizations claimed to represent the views of the employee professional men in their organizations.

The Board considered that any final conclusion as to the advisability of the amendment of the Regulations requested should be deferred until there had been greater opportunity for employees represented by these organizations to observe the operation thereof. In view of the weight and apparent unanimity of opinion expressed, however, the Board, following upon that hearing, approved in April, 1944, as a temporary measure and subject to later review, the provision that persons employed in a professional capacity should be considered as employed in a confidential capacity. This provision, while in effect, was applied so as to exclude persons employed in a professional capacity from bargaining units certified by the Board.

In January, 1945, the Board held a further hearing to receive representations on the status of persons employed in a professional capacity. At this hearing, the representatives of the professional organizations modified the position which they had taken at the first hearing in requesting the exclusion of professional employees from the operation of collective bargaining and instead requested legislation which would assure recognition to groups of professional employees as appropriate collective bargaining units.

In view of these further representations, the Board, on February 13, 1945, reviewed its policy then in effect with reference to professional employees and in substitution of the earlier statement provided that from that date the Board would be prepared, *in proper cases*, to certify bargaining representatives for units consisting of employees engaged in a professional capacity.

In the opinion of the Board, there is a clear distinction between a finding or order made by the Board with respect to the status of an employee on a specific application coming before it under the Regulations and a rule,

regulation or resolution of general application made by the Board.

In the latter case the Board has undoubted authority to revoke or amend, from time to time, as it deems advisable.

STATUS OF APPLICANT

3. The Quebec Federation of Professional Employees qualifies as a trade union and Unit No. 3 qualifies as a local branch chartered by and in good standing with the provincial organization.

4. In addition to the foregoing objections, the Company at the hearing objected to the bargaining unit as defined by the applicant on the ground that the effect of establishing such a bargaining unit would be to exclude, because of lack of professional educational qualifications, other technical and engineering employees in its engineering establishments engaged in the same class of technical and engineering work and working under the same conditions as professionally qualified engineers employed therein. The Company also sought to establish that the group of professional engineers classified in the company's organization charts under title of engineering assistants were employed as technicians rather than as professional engineers and pointed out that there was a considerable number of non-professionally qualified employees doing the same work. The Company contended that technicians should be included in the unit but if this were not done then that all professional engineers classed as engineering assistants should be excluded.

Following the hearing the parties conferred in an effort to arrive at an agreement on the matters at issue and requested the Board to defer disposition of the application in the meantime.

As a result of these discussions the applicant has now amended its application for certification by asking for certification of bargaining representatives for a bargaining unit consisting of all employees engaged in the Department of the Vice-President (Engineering), in the Engineering Department, Eastern Area, and in the Division Plant Engineering groups of the Eastern Area Plant Department of the Bell Telephone Company designated by the following titles, viz: engineer, assistant engineer, engineering assistant (exclusive of those in this title already included in the certification of the Plant Employees Association, dated February 3, 1945) technical assistant and staff assistant and all engineering employees in rank above the title engineer other than those whom the applicant conceded in the course of the hearing before

the Board should be excluded as having authority to hire and discharge.

The company wants an engineering plant unit exclusive of clerical employees while the applicant asks for an engineering craft unit comprising engineers and their technical assistants.

In our opinion, like considerations apply in general in determining an appropriate bargaining unit comprising or including occupational classifications requiring professional skills as apply in determining an appropriate craft unit comprising or including occupational classifications requiring particular artisan skills. An appropriate unit should include the occupational classifications engaged in common employment in the same line of skilled work and in which there is by reason of training or experience and established practice the normal opportunity for promotion from the lowest to the highest occupational classifications comprising the professional or professional and technical group.

In the present instance and having regard to the particular organization structure of this Company, the Board is of opinion that a bargaining unit comprising employees performing the duties of engineering assistant, technical assistant, student engineer, assistant-engineer and engineer below the rank of division plant engineer employed in the Department of the Vice-President (Engineering), in the Engineering Department, Eastern Area, and in the Division Plant Engineering groups of the Eastern Area Plant Department of the Company (but excluding therefrom those employees exercising supervisory and confidential functions as hereafter described) constitutes an appropriate bargaining unit; provided, however, that where in any case employees in the bargaining unit so established have already been included in the plant bargaining unit for whom the Plant Employees' Association was certified by the Board under date of February 3, 1945, such employees shall, pending any such modification of the latter unit as may be made at an appropriate time, be deemed to be in the plant bargaining unit so established rather than in the unit herewith defined.

Employees in the designated classifications set out in Schedule I hereto are excluded on account of confidential or supervisory duties.

In view of the changes in the constitution of the bargaining unit a representation vote is ordered. The matter is referred to the Chief Executive Officer to complete the necessary

arrangements for the vote in consultation with the parties.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the Board.

A. L. FLEMING, Esq., K.C.
R. C. HARVEY-JELLIE, Esq., K.C.
for the Applicant.
N. A. MUNNOCH, Esq., K.C.
for the Respondent

Dated at Ottawa, June 17, 1946.

Schedule I

Department of the Vice-President Engineering:

Vice-President
Inventory and Cost Engineer
Architect
General Plant Extension Engineer
Transmission and Foreign Wire Relations Engineer
Staff Engineer
Toll Plans Engineer
Equipment Standards and Maintenance Engineer
Outside Plant Standards and Maintenance Engineer
Supervising Engineer (Dial, Power and Test-room Operation)
Supervising Engineer (Stations and P.B.X)

Engineering Department, Eastern Area:

Chief Engineer
Plant Extension Engineer
Transmission Engineer
Buildings Engineer
Equipment Engineer
Outside Plant Engineer
Program and Cost Studies Engineer
Budget and Records Supervisor
Foreign Wire Relations Engineer
Toll Plans Engineer
Transmission Practices Engineer
Radio Telephone Engineer
Toll Equipment Engineer
Power Engineer
Local Equipment Engineer
Exchange Plant Engineer
Toll Plant Engineer

Eastern Area, Plant Department, Montreal Division, Engineering:

Division Plant Engineer
Right of Way Supervisor
District Plant Engineers
Transmission Engineer
Equipment Engineer
Special Studies Engineer

Eastern Area, Plant Department, Eastern Division, Construction and Plant Engineering:
 Superintendent of Construction and Plant Engineering
 Division Plant Engineer
 District Plant Engineers

Special Studies Engineer
 Transmission Engineer
 Equipment Engineer
 Division Superintendent of Toll Cable Plant
 Toll Cable Engineer

Between: Toronto Hydro-Electric Engineers and Assistants, Unit No. 1, Appellant (Petitioner), and Toronto Hydro-Electric System, Respondent.

The Board consisted of the Vice-Chairman and Messrs. Best, D'Aoust, Deschamps, Mosher and Taylor.

Reasons for Judgment

This is an appeal from the dismissal by the Ontario Labour Relations Board of an application for certification made by a local unit of the Employee-Professional Engineers organization for certification of employees of the Toronto Hydro-Electric System engaged in the practice of professional engineering or who are employed in training for professional engineering. The Ontario Board dismissed the application on the ground that in view of earlier declarations of policy and rulings of this Board it was uncertain as to the present attitude of this Board toward the inclusion of professional employees in bargaining units.

The Ontario Board stated further that if free to deal with the application it would find that the applicant was a trade union and that the bargaining representatives were regularly and properly elected by the employees in a bargaining unit "consisting of all persons practising professional engineering or engaged in training for professional engineering as that term is defined in the Professional Engineers' Act, R.S.O. 1937, c. 237, who are within the definition of 'employee' in P.C. 1003, February 17, 1944, and who are employed in the works of the respondent at Toronto."

Neither the petition nor the appeal was opposed. Counsel for the appellant advised the Board at the hearing that the list of employees within the bargaining unit, as described above, had been settled before the Ontario Board.

Between: The Trustees of the Queen Elizabeth Hospital for Incurables, Toronto, Appellant (Respondent), and Local 796, International Union of Operating Engineers, Respondent (Petitioner).

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Deschamps, Mosher and Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal from the decision of the Ontario Labour Relations Board certifying

This Board is prepared in proper cases to certify duly elected or appointed bargaining representatives of bargaining units constituted of employees employed in professional engineering or employed in training for professional engineering and to deal with the issue of whether a professional employee is employed in a confidential capacity on the facts of the particular case. This accordingly disposes of the query raised by the Ontario Board as its reason for dismissing the application for certification.

In view of this Board's understanding that the list of employees included in the proposed bargaining unit has been settled before the Ontario Board, and does not include persons employed in a confidential capacity or having authority to employ or discharge, we certify the bargaining representatives covered by the application for a bargaining unit consisting of all employees in the works of the Toronto Hydro-Electric System at Toronto, Ontario, who are employed in the practice of professional engineering or employed in training for professional engineering, except those employed in a confidential capacity or who have the authority to employ or discharge.

Accordingly, the appeal is allowed.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the majority of the Board.

I dissent:
 (Sgd.) H. TAYLOR,
 A. L. FLEMING, Esq., K.C.,
for Appellant.

Dated at Ottawa, June 18, 1946.

bargaining representatives selected by the respondent union for a unit comprising the engineers and boiler room employees (six in number) in the employ of the appellant.

The appellant refers to the report of the investigator (or 'referee' as he is termed) appointed by the Ontario Board to investigate and report in the matter. In this report the

referee stated that all six employees in the bargaining unit had applied for membership in the respondent union and paid the required initiation fee and that bargaining representatives had been duly selected by the union. The report further states that subsequently three of the employees had notified the union they wished to resign their membership in the union. In view of these later resignations the appellant claims that the petition for certification should have been dismissed or in the alternative a vote of the employees in the bargaining unit should have been ordered by the Ontario Board and asks that this Board on Appeal should so dispose of the petition. At the hearing before the Board the information furnished by the respondent was that the applications for union membership was made by three employees on January 11, the bargaining representatives were selected by the union at a meeting on January 30, the petition for certification was filed with the Ontario Board on February 11, notices of the petition for certification were posted in the hospital plant by direction of the Ontario Board under date of February 14, and letters of two employees tendering resignation from the union were received by the union on February 15, with a similar letter from a third employee on February 16. The union representative stated that the union had acted on the applications for membership and the accompanying initiation fees, accepting the employees as union members, and that the

subsequent resignations were not effective under the union constitution to terminate their membership in the union.

Neither the appellant nor the respondent were represented when the petition was finally disposed of by the Ontario Board and certification granted although both were duly notified and given the opportunity to attend and make representations.

In the opinion of the Board, the Ontario Board was acting within its authority in granting certification in view of the facts of the case. It is equally within its authority and discretion to have ordered the taking of a vote. In the opinion of this Board the circumstances of the case are not such as to warrant interference with the discretion exercised by the Ontario Board and disturbing the decision made by it.

Leave to appeal is granted but the appeal is dismissed.

(Sgd.) A. H. BROWN,

*Vice-Chairman
for the majority of the Board.*

I dissent:

(Sgd.) H. TAYLOR.

J. J. ROBINETTE, Esq., K.C.
for the Appellant.

JOHN WEDGE, Esq.
for the Respondent.

Dated at Ottawa, June 17, 1946.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an

agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During June, 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Canadian National Railways, and Canadian Brotherhood of Railway Employees (CCL). B. Wilson, Conciliation Officer.

East Malartic Mines, Malartic, Quebec, and Local 696, Malartic Mine and Mill Workers' Union (CIO-CCL). Raoul Trepanier, Conciliation Officer.

Ingersoll Machine and Tool Company, Ingersoll, Ontario, and Local 2918, United Steelworkers of America (CIO-CCL). H. Perkins, Conciliation Officer.

John Inglis Company Limited, Toronto, Ontario, and Local 2900, United Steel Workers of America (CIO-CCL). F. J. Ainsborough, Conciliation Officer.

Link-Belt Limited, Toronto, Ontario, and Local 3394, United Steel Workers of America (CIO-CCL). F. J. Ainsborough, Conciliation Officer.

Ottawa Car and Aircraft Limited, Ottawa, Ontario, and Local 641, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO). C. W. Rump, Conciliation Officer.

Pease Foundry Company Limited (Brampton Division), and Local 28, International Moulders and Foundry Workers' Union (AFL-TLC). Wm. Dunn, Conciliation Officer.

Searle Grain Company Limited, Fort William, Ontario, and United Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). H. S. Johnstone, Conciliation Officer.

Snyder's Limited, Waterloo, Ontario, and Local 13, National Union of Aircraft, Furniture Workers and Allied Crafts (CCL). William Dunn, Conciliation Officer.

The Toronto Broadcasting Company (Station CKEY), Toronto, Ontario, and Local 1446, International Brotherhood of Electrical Workers (AFL-TLC). F. J. Ainsborough, Conciliation Officer.

Winnipeg Electric Company, Winnipeg, Manitoba, and Winnipeg Electric Employees' Federated Council (OBU). H. S. Johnstone, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:—

Canada Bread Company, Toronto (Davenport Road), Ontario, and Local 847, Bakery Wagon Drivers' Union (AFL-TLC). F. J. Ainsborough, Conciliation Officer.

C.P.R. (B.C. Coast Steamship Service), Vancouver, British Columbia, and Canadian Merchant Service Guild Inc. (TLC). G. R. Currie, Conciliation Officer.

George Weston Bread and Cakes Limited, Toronto, Ontario, and Local 847, Bakery Wagon Drivers and Warehousemen's Union (AFL-TLC). F. J. Ainsborough, Conciliation Officer.

Union Steamships Limited, Vancouver, British Columbia, and Canadian Merchant

Service Guild Inc. (TLC). G. R. Currie, Conciliation Officer.

Boards Established

During the month, Boards of Conciliation were established but not fully constituted as follows:—

Gibson Brothers (Rock Realty Investments Limited), Toronto, Ontario, and Local 204, Building Service Employees International Union (AFL-TLC).

Lamaque Mining Company Limited, Bourlamaque, Quebec, and Local 654, International Union of Mine, Mill and Smelterworkers (CIO-CCL).

Noranda Mines Limited, Noranda, Quebec, and Local 688, International Union of Mine, Mill and Smelterworkers (CIO-CCL).

Wilson Motor Bodies Company Limited, Long Branch, Ontario, and Local 252, International Union of United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:—

Corporation of Penticton, Penticton, British Columbia.—The Board of Conciliation established to deal with a dispute between Corporation of Penticton, Penticton, British Columbia, and Local No. 1, Penticton Municipal Employees' Union, was fully constituted on June 22, 1946, with the appointment of Mr. E. S. Farr, Victoria, British Columbia, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. H. W. McInnes, Penticton, British Columbia, and Mr. W. H. Sands, Kelowna, British Columbia, were appointed on the recommendation of the employer and employees respectively.

Corporation of the Township of York (York Township Hydro System).—The Board of Conciliation established to deal with a dispute between Corporation of the Township of York (York Township Hydro System) and Branch No. 1, National Organization Civic Utilities and Electrical Workers (CCL), was fully constituted on June 19, 1946, with the appointment of Doctor A. Brady, Toronto, Ontario, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Mr. J. D. McNish, K.C., Toronto, Ontario, and Mr. Bora Laskin, Toronto, Ontario, were appointed on the recommendation of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister, or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during June:—

Reports of Board in Dispute between the Canadian Fishing Co., Ltd. (Atlin Fisheries, Ltd.), Prince Rupert, B.C., British Columbia Packers, Limited (Canadian Fish and Cold Storage Co., Ltd.), Prince Rupert, B.C., and United Fishermen and Allied Workers' Union (CCL).

On June 17 the Minister of Labour received the Reports of the Board of Conciliation which dealt with the dispute between the Canadian Fishing Co., Ltd., (Atlin Fisheries, Ltd.) Prince Rupert, B.C., and United Fishermen and Allied Workers' Union.

The Board was under the chairmanship of Mr. J. Edwin Eades of Vancouver, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. R. L. Norman and E. Bjarnason, both of Vancouver appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable the Minister of Labour, Ottawa, Ontario.

Following the recommendation of Mr. W. Fraser, a conciliation officer, in accordance with the provisions of P.C. 1003, a Board of Conciliation was duly constituted by order of the Honourable the Minister of Labour dated the 15th day of April, A.D. 1946. Mr. Emil G. Bjarnason and Mr. J. B. Thomson were appointed members of the Board on the recommendation of the employees and the employer respectively and having failed to recommend a third person the Honourable the Minister of Labour by the said order appointed Mr. J. E. Eades.

On the 26th day of April, A.D. 1946, Mr. Bjarnason and Mr. J. E. Eades met and Mr. Eades reported that Mr. Thomson was unable to attend through very serious illness and would not be able to continue as a member of the Board. Mr. Eades' telegram to the Director of Industrial Relations and reply thereto were approved. The order of the Minister appointing the Board and the order appointing the members were filed as Exhibits 1 and 2 respectively. Mr. Eades was instructed to write the parties advising them of the position and of the desire of the Board to proceed immediately a new nominee could be appointed.

The Board met on the 9th day of May with the three members present. The order of the Minister dated May 1, 1946, appointing Mr. R. L. Norman to the Board on the recommendation of the employer was filed as Exhibit 3. Mr. Eades was agreed upon as Chairman. The members and chairman were duly sworn, the procedure to be followed and the time and place of the first sittings at which the parties would be heard was discussed and agreed upon.

The first sittings of the Board at which the parties were present was held the following day. At this meeting and at all subsequent sittings Mr. W. Rigby and Mr. Alex Gordon appeared for the Union and Mr. W. S. Owen, K.C. appeared for the two employers, Mr. E. L. Harrison for B. C. Packers Ltd. and Mr. G. R. Clark for Canadian Fish & Cold Storage Ltd.

After discussion at some length it was agreed that the sole question to be mediated by the Board was that of Union security. All other clauses referred to in the report of Mr. Fraser were either settled or abandoned. The question of check-off was dropped and a Union shop clause was submitted which reads as follows:—

"Article 2. Employment of Union Members

When hiring help the employer agrees to give preferential treatment to Union members. Should Union workers be unavailable when additional help is needed, the employer may hire non-Union men and women, with the understanding that such non-Union employees shall become members of the Union within thirty (30) days of the date of hiring."

Subsequent sittings were held on the 16th, 20th, 27th and 31st days of May and on the 4th of June. The Union presented a brief, the Company presented a brief, the Union replied verbally. There was a great deal of discussion and argument and many exhibits were filed. The discussion and arguments throughout were marked by a tolerant attitude and an apparent endeavour on each side to understand the point of view of the other. The tenor of the late sittings was most conciliatory and it was thought by the Board

that an agreement would certainly result as the differences resolved themselves into a small compass.

During one of the later sittings the employers' representative presented a seniority clause which it was felt would meet some of the arguments advanced by the Union for the Union shop clause. This clause has been carefully examined by the Board and it is felt that it would be of great value to the employees and of substantial value to the Company to have this clause inserted in the agreement. The clause reads as follows:—

Sec. 1 (a) Employees with less than three months accumulated service with the Company shall be considered temporary employees.

(b) Employees with more than three months accumulated service with the Company shall be considered regular employees.

(c) Employees who have gained that status of regular shall have their service time computed from the date of hiring.

(d) Seniority rights of regular employees shall be considered cancelled in the event they accept employment with another Company, and as a result are unable to report for work when requested, providing the Company notifies said employees of resumption of operations on the following basis.

1. Forty-eight hours notice to employees who have been laid off for a period of one week (7 days) or more.

2. At least 12 hours notice to employees who have been laid off for a period less than one week (7 days).

(e) If inability to report for work arises from sickness or other legitimate cause, seniority rights of employee concerned shall not be affected.

Sec. 2: The Company shall give consideration and preference to regular employees who have the greatest length of service with the Company. During slack seasons employees with the greatest length of service shall be the last to be laid off and at the termination of such slack periods shall be the first hired on providing they are competent and willing to accept such work as is available.

Sec. 3 (a) Men or women who left the employ of the Company at the Seal Cove Plant to enlist in the armed services, and who return to their jobs after discharge, shall have their service time with the Company computed without interruption from their original date of employment.

(b) Discharged service personnel, both men and women, shall be allowed 50 per cent of their war-time service in the armed forces in the establishment of seniority rights, providing they are employed by the Company at the plant within six months of their date of discharge from:

1. The armed services.

2. hospital or other centre for rehabilitation of injured veterans,

or within six months of the date of completion of their government educational or vocational training.

(c) Discharged service men and women must qualify as regular employees on the basis set forth herein before seniority rights as stated in this section shall apply.

Sec. 4: Should disputes arise on the question of seniority such disputes shall be settled on the basis of a seniority list to be drafted by the Shop Steward Committee in consultation with the management, on the basis of the conditions as set forth in this Article.

During a later sitting a proposal called a Proposal for Maintenance of Membership was submitted by the Union's representatives which they were careful to point out was a suggestion subject to the approval of the membership. This clause read as follows:—

Section 1:

All employees who are members of the Union and who have not tendered their resignation from the Union on or before —as it is hereby agreed they may, should they choose to do so, shall retain their membership in the Union throughout the term of the present agreement.

Section 2:

When hiring help the Employer agrees to give preferential treatment to Union members. Should Union workers be unavailable when additional help is needed, the employer may hire non-Union men and women, with the understanding that such non-Union employees shall become members of the Union within thirty (30) days of the date of hiring.

Section 3:

Any member of the Union shall have the right to withdraw from membership in the Union at any time in the 15 day period between the following dates—

by notice in writing mailed to the Union and the Company, and said withdrawal from the Union will not prejudice the employee concerned in any way in the continuance of his employment by the Company, provided that no member shall enjoy the right to withdraw from the said Union under the terms of this sub-paragraph unless he is a member in good standing at the time of his notice of withdrawal.

Section 4:

The Companies agree to honour Union vouchers for dues signed by employees who are members of the Union or who are desirous of becoming members of the Union and who have money due them from the Companies. It is understood that such vouchers when honoured shall be paid by the Companies by cheque and forwarded to the headquarters of the Union.

At the last hearing a suggested clause for maintenance of membership was suggested by Mr. Owen on behalf of the employer which reads as follows:—

Section 1:

All employees who are members of the Union and who have not tendered their resignation from the Union on or before

as it is hereby agreed they may, should they choose to do so, shall retain their membership in the Union throughout the term of the present agreement.

Section 2:

When hiring help the employer agrees to give preferential treatment to Union Members.

Section 3:

Any member of the Union shall have the right to withdraw from membership in the Union at any time during the term of this agreement by fifteen (15) days notice in writing mailed to the Union and the Company, and said withdrawal from the Union will not prejudice the employee concerned in any way in the continuance of his employment by the Company.

and Mr. Owen further offered the seniority provision in addition to his proposed clause and also made a further alternative suggestion of the seniority clause together with voluntary revocable check-off. Inasmuch as the Union's request for the check-off was withdrawn the Board is not required to make any recommendation in this regard.

However, as the voluntary check-off does not conflict in principle with the employers' position, while it does have very obvious advantages from the point of view of the employees, the parties may wish to further discuss the matter and may reach agreement between themselves.

The suggestions of neither side were entirely acceptable to the party to whom they were proposed and various alternatives were discussed but no agreement reached.

Report of Board in Dispute between Steel Company of Canada, Limited (Hamilton Works) and Local 1005, United Steelworkers of America (CIO-CCL).

On June 15 the Minister of Labour received the Report of the Board of Conciliation which dealt with the dispute between the Steel Company of Canada, Ltd. (Hamilton Works), and Local 1005, United Steelworkers of America.

The Board was under the chairmanship of His Honour Judge M. A. Miller of Sarnia, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. J. S. D. Tory, K.C., Toronto, and J. E. McGuire, Ottawa, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR:

The Board of Conciliation appointed by you report as follows:—

At all meetings of the Board the Company was represented by Mr. G. R. Munnoch, K.C.,

The Board has carefully reviewed the arguments and submissions advanced and is of the opinion that the needs of both parties can be reasonably met by a clause reading as follows:—

Section 1:

All employees who are members of the Union and who have not tendered their resignation from the Union on or before (a date thirty (30) days after the date of the execution of the agreement) as it is hereby agreed they may, should they choose to do so, or thereafter become members, shall retain their membership in the Union throughout the term of the present agreement.

Section 2:

When hiring help the employer agrees to give preferential treatment to Union members.

The Board, therefore, unanimously recommends that the proposed agreement between the parties with the clauses adopted by both parties and containing the above mentioned seniority clause and the above mentioned Union security clause be executed by the parties.

All of which is respectfully submitted this 14th day of June A.D. 1946.

J. E. EADES,

Chairman.

EMIL G. BJARNASON,

Member.

R. L. NORMAN,

Member.

Mr. R. A. Gillies, its Works Manager, and Mr. R. E. Alden of its Personnel Department and the Union by Mr. Reg. Gardiner, President of the Local, Mr. Larry Sefton, International Representative, and Mr. W. F. C. Kidd, Research Director of United Steelworkers. At the first meeting of the Board Mr. John Mitchell, Director of District No. 6 also appeared on behalf of the Union and at the last meeting at which the parties appeared before the Board, Mr. Millard, Canadian National Director of the United Steelworkers appeared.

The Company and Local 1005 entered into a collective agreement dated the 24th day of February, 1946. Before this Board the Union submitted proposals for an almost complete revamping of this agreement and the Company submitted counter proposals.

The original agreement provided against strikes or lockouts during its term. The Union proposed that the new agreement should contain no provision against strikes in connection with wages and hours of work until a new settlement had been reached in respect

of them. They refused to agree to a clause prohibiting strikes in respect of wages and hours of work while the present wage ceiling prevails and thereafter until the Company failed to meet their requests within such new limits, if any, as might be fixed. The Company from the beginning took the position that it would not enter into an agreement that did not protect it against strikes from any cause.

Despite this apparently impossible barrier to completing an agreement at this time, the Board considered with the parties the Union's proposals and the Company's counter proposals clause by clause and, in the course of the hearings, made a number of suggestions.

In connection with the grievance procedure, the most fundamental difference between the parties was in connection with the number of grievance committee men or stewards. The old agreement provided for a Grievance Committee of six employees, selected by the Union, to be assisted by thirteen assistant grievance committee men. The Union proposed that, instead of thirteen assistants, or stewards, they be appointed on the basis of one for every twenty, or in certain cases less, employees or approximately two hundred in all. The Company suggested thirty-eight such stewards. The Board requested that the parties get together with a plan of the plant and a list of the personnel and endeavour to work out a schedule providing for such number and distribution of stewards as would give reasonable and adequate service. This was done and the parties agreed that there should be seventeen chief stewards and eighty-three stewards and agreed on their distribution in the plant.

The Board believe that the parties are soon again to negotiate on the question of wages and hours and they are of the opinion that when that question is solved, the parties will have no difficulty in agreeing on most, if not all, points of a new agreement. They

were encouraged in that belief by the representatives of the Company. Inasmuch as many of the matters to be settled relate only to the mechanics governing relations between the Company and its employees, the Board are of the opinion that an agreement so arrived at by the parties would be much more satisfactory to both of them than anything this Board could suggest.

The Board accordingly recommend that, as soon as the question of wages and hours of work is disposed of, the parties again negotiate as to the terms of a new agreement and that in the meantime they continue to operate under the provisions of the old agreement as to seniority and grievance procedure with the substitution of the new setup as to stewards and chief stewards.

The Board further recommend that in negotiating the seniority provisions of the new agreement crane men continue to be in and under the supervision and direction of the respective departments in which they work but that seniority for crane men be on a plant wide, rather than a departmental, basis.

If, when the question of wages and hours of work is settled,* the parties still find themselves unable to agree on any points, the Board will be glad to go into the matter and make specific recommendations, or to be of assistance in any way that they may be able.

All of which is respectfully submitted.

Dated this 7th day of June, 1946.

(Sgd.) M. A. MILLER,
Chairman.

(Sgd.) J. S. D. TORY,
Member.

(Sgd.) J. E. MCGUIRE,
Member.

* See page 915.

Report of Board in Dispute between Canadian Drawn Steel Co., Ltd., Hamilton, and Local 1031, United Steelworkers of America.

On June 13, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge J. C. M. German, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Norman L. Mathews, Toronto, and John J. Sullivan, Hamilton, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa,
Ontario.

DEAR SIR:

The Board established by you herein held a meeting at the Court House in Hamilton on May 6, 1946, to hear the representations

of the parties to the above dispute. The Company was represented at this hearing by Mr. R. R. Evans, K.C., Counsel, Mr. Ralph Biggar, President and General Manager, and Mr. J. Taylor, Superintendent. The Union was represented by Mr. P. G. O'Donovan, International Representative, and Messrs. George Bishop and Stewart McLeod, President and Financial Secretary respectively of Local 1031. A very comprehensive brief was submitted by the Union in support of its views and the Company was ably stated by Mr. Evans.

Following this meeting, the Board held another meeting in Toronto to consider its recommendations and, at the request of the Union, a further meeting was held in Toronto on May 31, 1946, at which further representations were made by both parties.

During the course of the hearings, several of the points in issue were settled by agreement and, for convenience, the Board has drafted a new agreement setting forth its recommendations as to the form the agreement between the parties should take and giving effect to the amendments agreed upon. In the margin opposite each section, we have indicated whether or not such section has been agreed upon by the parties.

While the Union presented strong arguments in support of its contention for a union shop, or at least a maintenance of membership clause, the Company was equally insistent that no such provisions should be included in the agreement, on the ground that it interfered with the freedom of action of the employees. While there is no doubt that those employees who are members of the Union are desirous of making it compulsory for the other present employees and for all new employees to become members of the Union, the Board feels that this is a matter which should be determined by each individual employee and that he should be entitled to freedom of action to either join the Union or refrain from joining it, or to

continue or withdraw his support from the Union as his own conviction dictates without any coercion from the Company. There was no evidence whatever that the Company was in any way attempting to undermine the Union or to bring any pressure upon its employees to refrain from joining or to continue belonging to the Union and, under the circumstances, the Board feels that no case was made out for either union shop or maintenance of membership. In view of the fact that the Union asserts that it has one hundred per cent membership of the eligible employees, the Board recommends that the Company agree to a voluntary, revocable check-off and has accordingly provided for such a clause in the recommended agreement.

The Union has also requested substantial wage increases and shorter working hours but the Board feels that in the absence of an agreement between the parties, this is a matter to be determined by the Regional War Labour Board and that each party should be free to present its submissions on these questions to that Board. On the other hand, the Company has requested that there be a certain amount of stability in its labour costs and has requested the insertion of a clause in the agreement to provide that, if the Union decides to make an application for wage increases, this should be done within a reasonable time so that the Company will be in a position to estimate its costs for a reasonable period at least. With this end in view, the Board has included as Article IV 1 (a) a wage clause in its recommended agreement which the Board considers to be fair to both parties.

All of which is respectfully submitted.

(Sgd.) J. C. M. GERMAN,
Chairman.

(Sgd.) J. J. SULLIVAN,
Member.

(Sgd.) NORMAN L. MATHEWS,
Member.

Report of Board in Dispute between Andrews Wire Works of Canada, Ltd., Watford, Ont., and Local No. 2, Federation of Industrial Workers' Union.

On June 11, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge J. J. Coughlin, Sandwich, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. G. E. Burnson, and Herbert Orliffe, both of Toronto, nominees on the Board of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:

Your Board of Conciliation in the above dispute having been reconvened at your request beg to report as follows:

In our previous report dated March 14, 1945, this Board made certain recommendations for the inclusion, in a proposed collective agreement, of specific provisions with respect to matters on which the parties had been unable to agree.

Having no power to compel the acceptance of our suggestions, it then remained for the parties to either voluntarily adopt the recommendations, agree on some alternative or have all negotiations fail.

What happened later was that the Union agreed to accept the recommendations of the Board but the Company refused.

On the reconvening of the Board the Company and the Union agreed to re-open direct negotiations in an effort to find acceptable alternatives to the recommendations made by the Board. These negotiations have now gone on for about five months with no tangible results.

The Company has taken the stand that it will not accept the Board's recommendation and will not go further by way of counter proposal than to sign an agreement in the form prepared by it a copy of which is set out as schedule 1 hereto. Particularly it is not content to modify in any way Article 6 or Article 11 thereof.

We are of opinion that the inclusion of these two articles in the form proposed would place the relations between the Company and its employees represented by the Union absolutely under the domination of the Company.

We believe that with these articles in the agreement it would not be a mutual bargain but a one-sided surrender and wholly at variance with the spirit of Privy Council Order No. 1003.

The insistence by the Company on the inclusion of these two articles in the form prescribed by it constitutes in our opinion a failure by the Company to "make every reasonable effort to conclude a collective agreement" as required by section 10 (2) of that order and calls for such action pursuant to the order as will induce compliance with its terms.

All of which is respectfully submitted.

Dated at London, this 1st day of June, 1946.

(Sgd.) J. J. COUGHLIN,
Chairman.

(Sgd.) HERBERT ORLIFFE,
Member.

Minority Report

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:

I have had the opportunity of reading the majority report rendered by this Board and while I agree in principle with that report I find myself unable to agree with the recommendation therein set out.

There is no doubt that the failure of the Company to agree to an appointment of an impartial arbitrator as a final step in the Grievance Procedure could be construed as contrary to the spirit of the Wartime Labour Relations Regulations, P.C. 1003. However, I attribute the Company's attitude to a lack of previous experience in collective bargaining rather than to any lack of good faith. I feel that the Company has endeavoured in good faith to reach an agreement with the Union.

In my opinion, S. 10 (2) of P.C. 1003 has no application to the present situation. It applies only to negotiations in the first instance following certification or to negotiations for renewal of a collective agreement. In the event of any failure to reach an agreement in such negotiations either party can then apply to the Ontario Labour Relations Board and the conciliation provisions of P.C. 1003 will then be invoked. However, once a conciliation board has been appointed S. 10 (2) no longer applies.

I feel, therefore, that all that the present Board can and should do at this time is to report a failure by the parties to enter into a collective bargaining agreement.

All of which is respectfully submitted.

Dated at London, this 1st day of June, 1946.

(Sgd.) G. E. BURNSON,
Member.

Report of the Board in Dispute between International Nickel Co. of Canada, Limited, Sudbury, Ont., and Local 598, Sudbury Mine, Mill and Smelterworkers' Union (Int. Union M.M.S.W.) (CIO-CCL).

On June 18 the Minister of Labour received the Report of the Board of Conciliation which dealt with the dispute between the International Nickel Co. of Canada, Ltd., Sudbury, Ont., and Local 598, Sudbury Mine, Mill and

Smelterworkers' Union (International Union, M.M.S.W.)

The Board was under the chairmanship of the Hon. Mr. Justice W. D. Roach of Toronto, appointed by the Minister of Labour in the

absence of a joint recommendation from the other two members of the Board, Messrs. R. Bigelow and E. B. Jolliffe, both of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable the Minister of Labour,
Ottawa, Canada.

The undersigned Chairman and members of the Board of Conciliation established in this matter respectfully report as follows:—

Your Board met with the parties at the City of Sudbury on the 30th and 31st days of May and the 1st day of June, 1946. The Company was represented by the following:—

Mr. R. H. Waddington, Superintendent of Refineries,
Mr. Fred Benard, Assistant to the General Superintendent of Mining and Smelting,
Mr. H. C. F. Mockridge, Chairman of the negotiating Committee of the Company and a Director,
Mr. B. M. Osler, and
Mr. T. D. Delamere, Counsel for the Company.

The Union was represented by:—

Mr. T. F. McGuire and
Mr. H. L. Ladd,
International Representatives,
Mr. J. L. Kidd, President of the local Union,
Mr. N. Thibault, Vice-President of the local Union,

Mr. J. P. McCool, Financial secretary,
Mr. H. Shebeski, Recording secretary,
Mr. M. Soski and
Mr. W. Santela, Trustees,
and the following members of the Negotiating Committee, namely:—

Mr. C. Ross,
Mr. G. Cranston,
Mr. C. Crouch,
Mr. C. Ready,
Mr. G. McKay, and
Mr. L. Jorgensen.

We were very happy to report that at the conclusion of our discussions with the parties, agreement was reached on all matters that were in issue, subject, however, to approval by the membership of Local No. 598. We have since been advised that the membership has approved the agreement. We have been given to understand that the agreement has actually now been executed by the parties.*

We desire to record our appreciation of the very great assistance and co-operation given to this Board by the parties.

All of which is respectfully submitted.

Dated this 14th day of June, 1946.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) EDWARD B. JOLLIFFE,
(Sgd.) ROBERT BIGELOW.

*The agreement will be summarized in the Collective Agreements and Wage Schedules section of a subsequent issue of the LABOUR GAZETTE.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

Officers of the Industrial Relations Branch dealt with 13 industrial disputes during the month of June, involving 61,235 workpeople employed in 475* separate establishments. Of these, 8 were new disputes which originated during the month and 5 were situations which had been untermiated as of May 31, and received further attention in June. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

*The large number of establishments involved is accounted for by the fact that some 416 employers were affected in the logging and lumbering dispute in British Columbia.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B. and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Industries:

<i>Logging and Lumbering</i>	1
<i>Mining and Smelting, etc.</i>	
Metal Mining	1
<i>Manufacturing</i>	
Metal Products	2
Printing and Publishing	1
Non-Metallic Minerals, Chemicals, etc.	1
Rubber Products	2
<i>Transportation</i>	
Water	2
Local and Highway	1
<i>Service</i>	
Public Administration	1
Business and Personal	1

Nature of Dispute or Situation:

Strike or Lockout	5
Threatened strike	1
Requests to conduct election or vote	1
Requests for services of Commissioners	6

Predominant Cause or Object:

Increased wages	2
Increased wages and reduced hours ..	3
Increase in wages and other changes...	2
Discharge of workers for Union membership or activity	4
Union jurisdiction	1
Other union questions	1

Disposition:

Strikes terminated by mediation or other departmental action	1
Election or vote conducted	1
I.D.I. Commission appointed under Section 5, P.C. 4020	2
I.D.I. Commission appointed under Section 8 of P.C. 4020	2
Dispute called off; no further action required	1
Referred to Provincial authorities	1
Disposition pending	5

Method of Settlement:

Conciliation or mediation	2
Administrative action	2
Investigation only	1
Settlement Pending	8

Brief summaries of some of the cases of chief interest follow:—

Steelworkers, Ontario and Nova Scotia.—In an effort to avert a threatened strike in the basic steel industry the Minister of Labour on June 12 appointed the Honourable Mr. Justice Wilfrid D. Roach, of Toronto, as an Industrial Disputes Inquiry Commission to investigate and report upon disputes between The Steel Company of Canada Limited, Hamilton, Ontario, the Algoma Steel Corporation

Limited, Sault Ste. Marie, Ontario, and the Dominion Steel and Coal Corporation Limited, Sydney, N.S., on the one hand, and their employees represented by the United Steelworkers of America on the other hand. The appointment was made pursuant to Section 8 of Order in Council P.C. 4020, which provides that the Minister of Labour may appoint such a Commission for the purpose of investigating any situation which in his opinion may interfere with the effective transition to a peacetime economy in Canada.

The principal demands of the union were for a basic wage rate of 84 cents per hour or \$33.60 per week, involving an hourly wage increase of 19½ cents at the plants of the Ontario companies and 24½ cents at Sydney; a 40-hour work week; two weeks' annual vacation with pay after five years of employment; and the union shop and check-off or the principles of the "Rand decision" in the Ford Motor Company of Canada case (see LABOUR GAZETTE, January, 1946, pages 123-131).

Commissioner Roach held lengthy conferences with representatives of the union and each of the three steel companies between June 14 and 21. On June 28 he held a joint conference, at which all of the parties were represented, in order to lay plans for negotiations, commencing with discussions between the union and the Algoma Steel Corporation, Ltd., at Sault Ste. Marie on July 4.

On June 29 the union's National Advisory Wage Committee held a meeting following which it was announced by the union that unless "satisfactory progress" was made toward a settlement of the issues in dispute by July 12, the National Director of the union was authorized to give the three companies notice of strike action on that date.

The Commissioner proceeded to conduct local negotiations as planned, and conferences were held at Ottawa between union officials and officers of the Department, in an effort to find a pattern of settlement which would satisfy the union's aspirations and at the same time be in harmony with the national interest and the government's wage and price control policies, while safeguarding the legitimate interests of the companies. This did not prove possible and on July 10 the Government passed an Order in Council providing for government control of the steel production plants of the three companies, which was announced by the Minister of Labour in the House of Commons the same day.

By the terms of the Order in Council, Mr. F. B. Kilbourn, of Montreal, who had been the federal Steel Controller during the war-

period, was named as Controller of the business, undertaking, affairs and operations of the three companies necessary for the operation of their steel production plants and establishments. Three Deputy Controllers were also appointed to assist the Controller in carrying out his duties, which commenced on the morning of July 11. The Order also provided that every person in the employ of the companies in such plants or establishments should continue to perform the duties of his employment until the authority of the Controller was revoked; and that any person failing to do so, without lawful excuse, would be guilty of an offence and subject to a fine for each day on which he failed to perform his duties.

Provision was made that the Honourable Mr. Justice Roach would continue his duties as Industrial Disputes Inquiry Commissioner, and that the bargaining representatives of the employees and the companies should continue their negotiations in good faith and make every reasonable effort to conclude a settlement.

Without prejudice to the final settlement of the matters involved, the Controller was given authority to apply on behalf of each of the companies to the appropriate War Labour Board for an immediate increase in the wage rates of the employees affected, and to give effect to any authorization or direction issued by such Boards.

A final provision of the Order in Council made it an offence subject to a fine or imprisonment, or both, for any person to interfere with the Controller or Deputy Controllers in the exercise of their functions, to interfere with any employee or other person seeking to comply with the terms of the Order, or counselling or procuring any person to violate the Order.

The text of the Order appears at the conclusion of this article.

In spite of the Government's action, the National Advisory Committee of the union at noon on July 12 decided that no adequate offer had been received from any of the employers and that satisfactory progress had not been made toward a settlement. The National Director, Mr. C. H. Millard, therefore notified all the companies that all production work would stop in the steel plants at or before 7 a.m. on July 15.

Merchant Seamen, Montreal, P.Q.—On June 24, the Minister of Labour appointed the Honourable Mr. Justice J. T. Rheame, of Montreal, P.Q., as an Industrial Disputes Inquiry Commission under Section 5 of Order in Council P.C. 4020 to investigate charges that Keystone Transports Limited, Montreal, P.Q., had dismissed two employees for the

reason that they were members of or working on behalf of the Canadian Seamen's Union. The case originated prior to the general strike of seamen on the Great Lakes and St. Lawrence Waterways which is referred to below. At the end of the month the Commissioner's report had not been received.

Merchant Seamen, Great Lakes and St. Lawrence River.—The June issue of the LABOUR GAZETTE contained an account of developments in the strike of the unlicensed personnel of shipping companies operating on the Great Lakes and St. Lawrence Waterways, which was called on May 27 by the Canadian Seamen's Union. On June 13, officers of the Department of Labour placed before the parties to the dispute a formula which it was felt both sides could and should accept. It was proposed that those steamship companies which were parties to the collective agreement of August 1, 1945, or with respect to which the Canadian Seamen's Union had obtained certification as the bargaining agency for the employees under P.C. 1003, should join with the Union in making an application to the National War Labour Board for permission immediately to introduce the eight-hour day, three-watch system on all their vessels, and pending the decision thereon to introduce such a system by adding to their crews a minimum of one wheelsman, one oiler, one watchman, and one messman. It was also proposed that the collective agreement between the parties should continue in effect and that negotiations should commence at once for a new agreement covering wages, union security and other working conditions to be effective as from August 1, 1946. To assist such negotiations the parties would jointly request the Minister of Labour to appoint an Industrial Disputes Inquiry Commissioner. All crew members required by the companies would be hired in accordance with the terms of the existing agreement, and the companies would agree to reinstate without discrimination all members of the Union who were on their ships at the time the strike commenced, except those employees who had been convicted of violations of the Criminal Code.

With respect to those companies for whose employees the Union was not the bargaining agency, it was proposed that they should immediately make an application to the National War Labour Board for permission to introduce the eight-hour day, three-watch system, if they had not already done so, and that they would recognize the Union as the bargaining representatives of the unlicensed personnel of their vessels upon receiving advice from the Department of Labour that it had conducted an investigation of the Union's membership

among the crew members and had found that a majority of the seamen supported the Union. After determination by the Department of Labour that the Union represented a majority of the unlicensed personnel on the vessels of any of the companies, they should undertake at once to accept and apply the provisions of the collective agreement dated August 1, 1945, between the operators associated with the Dominion Marine Association and the Union, and also to apply the proposals put forward by the Department of Labour to the companies which were already parties to the collective agreement.

The officers of the Canadian Seamen's Union at once indicated their willingness to accept the proposals and to declare the strike ended when agreements embodying them were signed. The shipping companies requested time in which to study the proposals, and on June 18, 23 of them advised the Minister of Labour by telegram that they had decided that they would not enter into any negotiations whatever with the individuals who were the present officers of the Canadian Seamen's Union. They stated that they would negotiate with responsible representatives of their employees and that provided the men returned to the ships immediately all former crew members would be re-engaged under previous terms and conditions with the exception of those implicated in acts of violence. The eight-hour day would be put into effect as soon as it was authorized by the National War Labour Board, with the companies making every effort to implement the eight-hour day by requesting an early decision. The operators stated that they would request the Government to appoint a Commissioner to deal with all questions in dispute as quickly as possible, but stipulated that all interference with the manning and operation of ships must come to an end immediately. Failing acceptance of their proposals the operators suggested that in view of the national emergency, the Government authorities should direct that control of operations of all vessels on the Great Lakes and St. Lawrence Waterways should be entrusted to the Canadian Shipping Board or to some other properly constituted authority and that the striking seamen should be ordered back to work on the terms and conditions prevailing prior to the strike, on the understanding that the eight-hour day would be placed in effect immediately if the National War Labour Board would permit the whole matter to be adjusted according to recommendations of a Commission to be appointed by the Government.

On June 21, the Minister of Labour announced in the House of Commons that since it was apparently impossible to expect

the shipping operators and their striking crews, members of the Canadian Seamen's Union, to get together and effect a settlement of the strike, the Government had decided to take over the operations of 29 of the shipping companies affected as of June 24. Capt. E. S. Brand, O.B.E., R.C.N., was appointed Controller of the operations of these companies and Mr. Justice S. E. Richards, of Winnipeg, was appointed as an Industrial Disputes Inquiry Commission to conciliate the matters at issue while the Controller was in charge. At the same time, the Minister announced that the National War Labour Board had issued a Finding and Direction providing for the immediate introduction of the eight-hour day, three-watch system on vessels operating on the Great Lakes and St. Lawrence Waterways, with the maintenance of present monthly wage rates, plus overtime payments for all hours worked during "off watch" periods.

One employer, the Upper Lakes and St. Lawrence Transportation Company was not included in the Controllorship of Capt. Brand since it had already entered into a signed agreement with the Canadian Seamen's Union embodying the proposals put forward by the Department of Labour on June 13. However, the Controllorship was made to apply to oil tankers operated by the oil companies. Most of these companies were already working on an eight-hour day but had been unable to operate in consequence of the strike.

Entering upon his duties on June 21, the Controller gave instructions to all parties for the manning of vessels by June 24. Some ships were able to sail before that time and the movement of vessels was reported to have returned practically to normal by June 26. Many details concerning the completion of crews, transfer of personnel where necessary under a Government warrant scheme, and other minor details continued to occupy the attention of the Controller, while negotiations between the parties were initiated by Judge Richards. At the time of going to press the Commissioner's report had not been received.

Metal Miners, British Columbia.—In the latter part of June, the Minister of Labour for British Columbia requested the Federal Department of Labour to appoint an Industrial Disputes Inquiry Commission to investigate a dispute involving 12 companies operating gold and other metal mines in the Province of British Columbia and their employees represented by the International Union of Mine, Mill and Smelter Workers. The dispute involved demands for increased wage rates, shorter hours of work, a check-off of union dues and joint negotiations with all companies belonging to the Mining Association of British Columbia. On July 3, the Minister of Labour

appointed the Honourable Mr. Justice G. McG. Sloan, Chief Justice of British Columbia, to deal with the situation under the provisions of Section 8 of Order in Council P.C. 4020. On the morning of the same day, a strike of some 2,500 employees of 12 metal mines went out on strike at the call of the union, in spite of the fact that union leaders were well aware that the appointment of the Commission was pending. As the *LABOUR GAZETTE* went to press no report had been received from the Commissioner as to the progress of the negotiations.

Rubber Workers, Province of Ontario.—It was reported in the June issue of the *LABOUR GAZETTE* that on May 23 the Minister of Labour had appointed His Honour Judge J. C. A. Cameron, of Belleville, an Industrial Disputes Inquiry Commissioner to investigate matters in dispute between various rubber manufacturing companies in the Province of Ontario and their employees, represented by the United Rubber Workers of America. The text of the Commissioner's report, which was received on June 26 and released to the interested parties on June 27, will be found at the end of this article.

On June 24 strikes occurred at ten of the thirteen plants mentioned in the Commissioner's report, and work had not been resumed by the end of the month. The three plants unaffected by the strike action were those of the Dunlop Tire and Rubber Goods Company, Limited, the Kaufman Rubber Company, Limited, and the Viceroy Manufacturing Company, Limited. Approximately 12,000 employees were affected by the disputes, and of this number more than 10,000 were in the employ of the plants where strikes occurred.

Following the release of the Commissioner's report, the Minister of Labour and departmental officials conferred in Ottawa with representatives of management and with union officials with a view to arranging settlements of the disputes on the basis of the Commissioner's recommendations.

Logging and Lumbering Workers, British Columbia.—The June issue of the *LABOUR GAZETTE* contained a report of a strike in the logging, lumbering and woodworking industry in British Columbia which commenced on May 15 and which affected, according to revised estimates, about 416 employers and 38,000 workers in both Coastal and Interior operations.

Following the rejection by the International Woodworkers of America of the recommendations made on June 1 by the Honourable Mr. Justice Sloan, as Commissioner, a particularly acute situation developed in the Interior region where the closure of box factories and shook mills threatened to create a shortage of con-

tainers necessary for the handling of fruit and vegetable crops and the salmon and halibut catch. On June 11 employers in the interior, organized as the Northern Lumber Manufacturers' Association, the Interior Lumber Manufacturers' Association and the Interior Box Manufacturers' Association, requested the Regional War Labour Board to authorize them to put into effect immediately an increase of 10 cents per hour on the basis of a 48-hour week. In connection with this request, the Provincial Minister of Labour expressed doubt that the Board had the power to make an industry-wide increase, especially on a one-party application, under the circumstances existing at the moment. He stated that the employers could make an application which would be considered, but the Board would call in the bargaining representatives of the employees before taking action. It was also pointed out that the 44-hour week would become the legal maximum in the Province on July 1, and that this maximum could only be extended by the action of the provincial Board of Industrial Relations.

On June 13, the District President of the union proposed to the Coastal operators that they should reopen negotiations for a settlement of the dispute under the chairmanship of Chief Justice Sloan, using the Commissioner's recommendations of June 1 as a basis for further bargaining. Accusing the union of "stalling", the Coastal employers replied that they had accepted the Commissioner's proposals without reservation and were prepared to sign a collective agreement giving effect to them. On June 14 the Provincial Cabinet met the strike leaders of the union and strongly advised them to have work resumed on the basis of the recommendations of the Commissioner. On June 17 the executive committee of the union announced that it would recommend to the union membership acceptance of the Sloan report if the Provincial or Federal Government would conduct a referendum among the union members with reference to the inclusion of a maintenance of membership clause in the collective agreement. The clause proposed by the union would have the effect of compelling present employees to keep up their membership in the union as a condition of employment and compelling all new employees to join the union within thirty days after being hired, and to maintain their membership therein. The proposal was not accepted by the employers or by the governmental authorities.

On June 18, in compliance with a request by the provincial authorities, the federal Government passed an Order in Council appointing Mr. Gordon Bell, of Vancouver, as Controller of the box factories and shook mills in the

interior of the province and of sawmills and lumber camps normally supplying such factories. The Order in Council required the employees of all such establishments to return to work at once, and also ordered the operators and the bargaining representatives of their employees to enter into negotiations with a view to the settlement of the issues in dispute between them. It was stated that if the negotiations resulted in agreement as to an increase in wages, the increase would, if approved by the Regional War Labour Board for British Columbia, be made effective as and from the date on which the employees resumed work.

At the same time, a new Commission was issued by the Minister of Labour to Chief Justice Sloan empowering him to extend his negotiations to cover the dispute between the Interior operators of box factories, shook mills, sawmills and logging and lumbering operations, and the union.

When the appointment of the Government Controller was announced, the district president of the International Woodworkers of America reported that the District Council of the union was being convened the next day to consider a return to work throughout the whole industry upon the basis of the Commissioner's recommendations, and requested that the time limit for the reopening of the Interior factories should be extended for twenty-four hours to enable the Council to work out plans for an orderly return to work. The Controller acceded to the request for an extension of time, and the following day the union's District Council announced that it was recommending to its members that the strike be terminated at 11 a.m. on June 20 and that they resume immediate production.

Representatives of the union and of the operators of logging and lumbering camps in the Coastal area met with the Commissioner in Victoria on June 20 and signed an agreement providing that the parties would enter into a collective agreement, effective for one year, incorporating the recommendations made by the Commissioner on June 1. The settlement gave to the employees engaged in Coastal operations, a general wage increase of 15 cents per hour; an average 44-hour week (recently made legal by Provincial enactment in British Columbia) in the logging industry, to be arranged by working a 48-hour week from April to September, inclusive, with time and one-half rates for work in excess of 44 hours per week, and by working a 40-hour

week during the other months of the year; a 44-hour week throughout the year in sawmills; and a voluntary revocable check-off of union dues.

Work was resumed in orderly fashion in practically all camps and factories on June 21 and operations were practically normal by Monday, June 24. Approximately 1,600 workers remained on strike in the Northern Interior, including the employees of six small box mills in the Prince George area. On instructions of the Controller, union officials agreed on June 24 to instruct the employees of the northern mills supplying materials for box factories to resume work at once. Work was resumed generally throughout the area on June 27.

In the meantime, negotiations were proceeding between representatives of the Interior operators and the union with the Commissioner acting as mediator. An interim agreement was signed at Victoria on June 26. The employers agreed to accept the same check-off clause as was included in the coast agreement. A basic work week of 44 hours was agreed upon, and the union and employers' representatives undertook jointly to seek permission from the appropriate provincial authorities for permission to work in excess of 44 hours per week at overtime rates of time and one-half pay.

Negotiations continued with regard to wage rates and on July 5 a further interim agreement was signed by representatives of the Interior logging, sawmill and box factory industries and the I.W.A. providing for a general increase of 10 cents per hour on a base rate of 67 cents per hour, retroactive to the date on which the men returned to work. Where a range of rates was established, it was agreed that there would be a probationary period of 90 days for new employees, at the end of which employees would automatically receive the prevailing rate. It was also agreed that further negotiations would take place in regard to categories for which either the union or the operators felt that inequalities existed, and that Chief Justice Sloan would arbitrate any disputed items.

At the time of going to press, the wage adjustments agreed upon for both the Coastal and Interior areas had not been dealt with by the Regional War Labour Board, and the Government Controller was still in charge of the operations of the box factories in the Interior.

Text of Order in Council, P.C. 2901

Whereas the Honourable Mr. Justice W. D. Roach was appointed as an Industrial Disputes Inquiry Commissioner under Order in Council P.C. 4020 of June 6, 1941, to inquire into and mediate certain disputes between Algoma Steel

Corporation Limited, Sault Ste. Marie, Ontario, Steel Company of Canada Limited, Hamilton, Ontario, Dominion Steel and Coal Corporation Limited, Sydney, Nova Scotia, and the United Steel Workers of America;

And whereas the Minister of Labour reports that he is advised that there is grave danger of a strike in the immediate future by employees of the Companies named in the next preceding paragraph arising out of the failure of the said Companies and the said Union representing the employees of the said Companies to settle matters presently in dispute between them;

That a stoppage of work in the said Companies would seriously curtail the essential supply of steel and would dislocate production in other industries and would be contrary to the national interest thereby jeopardizing the orderly transition to a peacetime economy in Canada;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of The National Emergency Transitional Powers Act 1945 is pleased to make the following Order and it is hereby made and established accordingly.

ORDER

1. In this Order, "Companies" means Algoma Steel Corporation Limited, with head office at Sault Ste Marie, Ontario, Steel Company of Canada Limited, with head office at Hamilton, Ontario, Dominion Steel and Coal Corporation Limited, with head office at Montreal, P.Q., and "establishment" includes a work, undertaking or business.
2. F. B. Kilbourn, Esquire, of the City of Montreal, P.Q., Vice-President and General Manager of Canada Cement Company Limited, formerly Dominion Steel Controller, is hereby appointed Controller of
 - (a) the business, undertaking, affairs and operations of the Algoma Steel Corporation Limited, necessary for the operation of its steel production plant and establishment at Sault Ste. Marie, Ontario; and
 - (b) the business, undertaking, affairs and operations of Steel Company of Canada Limited, necessary for the operation of its steel production plant and establishment at Hamilton, Ontario;
 - (c) the business, undertaking, affairs and operations of Dominion Steel and Coal Corporation Limited, necessary for the operation of its steel plant and establishment at Sydney, Nova Scotia.
3. The said Controller shall have the custody and control of such property and assets of each of the Companies as he in his uncontrolled discretion and judgment may deem necessary in order to manage, operate and carry on the business of each of the aforesaid Companies and he shall, for such purposes, have and exercise the powers, authorities and rights of the Board of Directors of each of the said Companies.
4. The Controller shall exercise the foregoing powers and authorities subject to such instructions and directions, if any, as may from time to time be approved by the Governor in Council.
5. B. G. Sullivan, Esquire, of the City of Toronto, J. V. Argyle, Esquire, of the City of Ottawa, and H. R. Pettigrove, Esquire, of the City of Halifax are hereby appointed Deputy Controllers and each of them shall have and exercise any and all powers conferred on the Controller, subject to any restrictions thereof which the Controller may from time to time impose and subject, in all cases, to review by the Controller.
6. The Controller, any Deputy Controller and any person acting for or on behalf of, or under the authority of the Controller, shall not be or become liable to any person (including any of the said Companies, their creditors or shareholders) for anything done or omitted in the exercise or purported exercise of any power or authority from time to time vested in or conferred upon the said Controller.
7. The authority of the Controller shall commence at eight o'clock a.m. the 11th day of July, 1946, and shall continue until the same is revoked by Order in Council which shall be published in the *Canada Gazette*.
8. The authority of the Boards of Directors of each of the said Companies in respect of the management, operation and carrying on of the aforesaid establishments of the Companies is, subject to Section 10 of this Order and in so far as the same is abrogated by or pursuant to sections two and three of this Order, suspended from eight o'clock a.m. the 11th day of July, 1946, until the powers, authority and rights of the Controller in respect of such management, control and operations shall be revoked.
9. It shall be the duty of every person in the employ of any of the said Companies at or in any of the aforesaid establishments of the Companies to perform the duties of his employment until the authority of the Controller is revoked; and every person who fails to perform his duties as aforesaid as herein required without lawful excuse, the onus of proof of which is upon him, is guilty of an offence and liable upon summary conviction to a fine of twenty dollars for each day or part of a day on which he fails so to perform his duties.
10. The Commissioner, the Honourable Mr. Justice W. D. Roach will continue with his duties as an Industrial Disputes Inquiry Commission as aforesaid, and the bargaining representatives of the aforesaid employees and the Companies shall continue their negotiations with a view to the settlement of the matters presently in dispute between them and shall negotiate in good faith with one another and make every reasonable effort to conclude a settlement.
11. Notwithstanding anything hereinbefore contained and without prejudice to the final settlement of matters involved in the negotiations between the Companies and the bargaining representatives of their employees and the operations of the aforesaid Commission, the Controller is hereby authorized to apply on behalf of each of the said Companies to the appropriate War Labour Boards for an immediate increase in the wage rates of employees employed at the aforesaid establishments of the said

Companies, and to give effect to any authorization or direction which may be made or issued by any such War Labour Board.

12. Any person who (a) interferes with the exercise by the Controller or any Deputy Controller of any of the powers, authorities and rights conferred upon him or (b) interferes with any employee or other person seeking to comply with the terms of this Order or (c) counsels or procures

any person to violate this Order, shall be guilty of an offence and liable upon summary conviction to a fine not exceeding in the case of (a) Five Thousand Dollars or imprisonment for a term not exceeding five years or to both such fine and such imprisonment, and in the case of (b) or (c) to a fine not exceeding Five Hundred Dollars or imprisonment for a term not exceeding six months or to both such fine and such imprisonment.

Report of Commission in Dispute Between Ten Ontario Rubber Companies and the United Rubber Workers of America

On May 23 the Hon. Humphrey Mitchell appointed His Honour Judge J. C. A. Cameron as an Industrial Disputes Inquiry Commission under Order in Council P.C. 4020, as amended, to investigate and report upon a dispute between various rubber manufacturing companies of Ontario and the United Rubber Workers of America. The matters in dispute concerned wage rates, hours of labour, payment for overtime and for statutory holidays, premium payment for night work and other matters usually covered in collective agreements.

Text of Report

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa.

Dear Sir—

Pursuant to my appointment as Commissioner to investigate and report upon the above matters, under date of May 23rd, 1946, I have the honour to submit herewith my Report:

Ten companies, 13 factories and 13 local unions of the United Rubber Workers of America, were involved in the disputes, as follows:

Barringham Rubber Co., Ltd., Oakville, Local 292.

Dominion Rubber Co., Ltd. (Merchants Factory), Kitchener, Local 67.

Dominion Rubber Co., Ltd. (Textile Division), Kitchener, Local 296.

Dominion Rubber Co., Ltd. (Tire Factory and Rubber Machinery Shops), Kitchener, Local 80.

Dunlop Tire and Rubber Goods, Ltd., Toronto, Local 132.

Firestone Tire and Rubber Co. of Canada, Ltd., Hamilton, Local 113.

B. F. Goodrich Rubber Co. of Canada, Ltd., Kitchener, Local 73.

Goodyear Tire & Rubber Co. of Canada, Ltd., Bowmanville, Local 189.

Goodyear Tire & Rubber Co. of Canada, Ltd., New Toronto, Local 232.

Gutta Percha & Rubber, Ltd., Toronto, Local 135.

Kaufman Rubber (Ontario) Ltd., Kitchener, Local 88.

Seiberling Rubber Co. of Canada, Ltd., Toronto, Local 118.

Viceroy Manufacturing Co., Ltd., West Toronto, Local 126.

Conferences were commenced on May 29th and negotiations continued until June 21st by which time it was apparent that no further progress could be made despite every effort to bring about satisfactory agreements between the parties.

On June 17th I was advised by Dunlop Tire & Rubber Goods Co., Ltd., and the representatives of the bargaining committee of Local 132, that the matters in dispute had been settled and that a new agreement, to replace the one expiring on June 30th, 1946, was being prepared. I regret to advise that with this exception no other agreements were concluded.

Before setting out my specific recommendations as to the manner in which (in my view) the disputes should be determined, I deem it advisable to indicate the nature of the disputes, and the difficulties encountered in my efforts to bring the parties together.

It is to be noted that the one union—the United Rubber Workers of America—has local unions in each of the named factories. In the fall of 1945 the Strategy Committee of the Union, comprised, I believe, of one or more representatives of each local, adopted the so-called "Seven Point Program" and requests were made through the local bargaining committees to management in most of the plants, to have the full program adopted. Little if any success was obtained, some companies taking the stand that the demands were excessive, some that their contracts with the Union still had some time to run, and others that they were not engaged in the manufacture of rubber goods or were only partially so engaged. Subsequently, in April and May, 1946, the President of the United Rubber Workers of America from Akron, Ohio, en-

deavoured to bring all the operators together in one meeting at Toronto in order to deal with this program on an industry-wide basis. The operators declined to attend and, strike votes having been taken in most of the plants, it was proposed to call a strike in all the factories on May 27, 1946. On May 23, following my appointment as Commissioner, the Strategy Committee advised the locals to withhold strike action for the time being.

The "Seven Point Program" is as follows:

1. Wage increase of 20c per hour.
2. A basic forty (40) hour week.
3. Time and one-half for hours worked in excess of 8 hours per day and 40 hours per week.
4. Time and one-half for work performed on Saturdays.
5. Double time for work performed on Sundays and all holidays proclaimed by Federal, Provincial or Municipal Governments.
6. Straight time pay for holidays proclaimed by Federal, Provincial or Municipal Governments when not worked.
7. Ten Cents (10c) per hour bonus for all employed on second and third shifts. (This based on three 8-hour shifts per day.)

However desirable the "Seven Point Program" might be considered, I reached the conclusion that in this particular case it could not be approached on an industry-wide basis. A number of the contracts have some months to run and in one case the contract does not expire until January, 1947; and while in the main there are "open end" wage clauses, the existing contracts cover hours of work, payment for statutory holidays, off-shift differentials and the like. Some of the plants are small, one employing about 100 persons, while the largest employs nearly 2,800. Some are located in small areas—Oakville and Bowmanville; others in Kitchener; and still others in Hamilton, suburban Toronto and Toronto. It is well known that wages in the smaller areas are not equal to those in urban centres and the Wage Control Order, P.C. 9384, Sec. 20, provided for comparisons in wage rates on an area basis. It is significant to note that in no case did the Union attempt to show that wages and conditions now in effect were below those paid in the plant area. Moreover, the products of these plants are greatly diversified, and what might be considered fair rates for one would be quite unfair in others. Some plants are composite, producing tires and tubes, mechanical goods, footwear or sundries; others produce footwear or sundries entirely; and one the Textile Division of Dominion Rubber Co., Ltd.; uses no

rubber at all. The margin of profit varies greatly, being less in footwear where competition is very keen and much of the output is exported.

At an early stage I indicated my views on the industry-wide approach to the President and General Counsel of the United Rubber Workers of America, who were in attendance from Akron, and I understood them to agree that such an approach was not here practicable. It may be of interest to note that the same effort was made in the U.S.A. by the same organization and while it failed, the Union did secure similar settlements with the Big Four in the rubber industry (U.S. Rubber, Goodyear, Goodrich and Firestone) and later was able to apply the pattern with some variations to some, but not all, of the smaller rubber plants. It is to be noted also that on May 27, 1946, the Wage Stabilization Board in the U.S.A. refused to issue industry-wide patterns under the existing stabilization policy for the purpose of forestalling strikes, on an application by the United Rubber Workers of America. In its decision against the Union, the Board took the position that because the great majority of employers in the rubber industry were opposed to the terms agreed upon by the Big Four, these terms did not constitute a "pattern" for stabilization.

In the disputes before me all the employers were opposed to industry-wide bargaining.

Notwithstanding my direction that the negotiations should continue on a plant basis, it is very clear to me that the failure to reach satisfactory agreements was due to the over-all control of each local union by the Strategy Committee. The bargaining committees had, in effect, handed over full authority to the Strategy Committee, and the evidence clearly showed that even if an offer were made by company representatives, the local bargaining committee had no power to accept it or even to negotiate on it without the approval of the Strategy Committee, which was in daily session throughout.

However fair and proper it may be for local unions to have the advice and assistance of union representatives and officials before completing an agreement, the transfer of authority to negotiate an agreement by those with full knowledge of local conditions and of the desires of their own members, to a composite group made up in the main of representatives of other plants, where totally different conditions existed, was in my opinion unwise and unrealistic. Doubtless it was done for the purpose of solidarity; but for the reasons which I have pointed out above, industry-wide bargaining is not practical in this instance. Repeatedly I was told by members of the

bargaining committees that heretofore their relationships with management had been most satisfactory; that the companies had always been willing to negotiate with them in good faith and that in some plants there had never been any difficulties which were not overcome by ordinary collective bargaining. It is worthy of note also that the contracts in existence provided for bargaining with the bargaining committee only and not with or through a Strategy Committee. The Wartime Labour Relations Regulations, P.C. 1003, require the employer and the bargaining representatives *to negotiate in good faith with one another* and make every reasonable effort to conclude a collective agreement. The procedure here adopted by the Strategy Committee is not in my view consistent with ordinary bargaining practices or with the requirements of P.C. 1003.

The extreme rigidity with which the Strategy Committee regarded the "Seven Point Program" is seen in the case of one company which had negotiated a contract in February, 1946, and which resulted in substantial wage increases. The Union stated that in spite of wage increases then given and after discussion of the "Seven Point Program", it still insisted that an additional 20c an hour should be granted by that company.

On the other hand, I think it fair to say that some of the companies have not approached the negotiations in a realistic manner. The Union's program was presented to the companies as a basis for local negotiations more than six months ago and in a number of cases concrete counter-proposals were never made by management. I am satisfied that a more reasoned approach to the problems involved, rather than a mere rejection in toto of all the requests made, would at that stage have brought about satisfactory results on a plant basis in some cases.

It is not my intention to give in detail the existing wage structure of each company. It is sufficient to say that in every case substantial increases, ranging from 30 per cent to 80 per cent, have been granted since September, 1939, which increases greatly exceeded the increases shown in the cost of living index. In many cases inequalities and injustices have been dealt with satisfactorily, although it is admitted that some still exist.

A general brief was submitted by the Union and some of its contents are of importance—and revealing. Paragraph 4 of Page 1 of the Union brief is as follows:

The reason for putting emphasis on the importance of the matter is to indicate that this is not any ordinary wage dispute, but involves the setting of a *pattern** for an important industry in view of great changes in the general economic situation based upon the transition to a peace time economy.

A pattern will be set not only for the immediate future, but perhaps for many years to come. The ordinary processes of collective bargaining by the representatives of the employees in the plants concerned, and the lengthy procedure of applications to regional and national boards, with the delay that is attendant on such applications, may well be inappropriate to an emergency of this nature.

Under the heading "The Government's Wage Stabilization Policy" the brief refers to Section 20 of P.C. 9384, as amended, and states (Page 6):

In the present instance the unions are not putting their case on either of the first two conditions under which the National Board may direct an increase, but do vigorously assert that it is reasonable in the circumstances, and consistent with the maintenance of existing prices of goods and services which the employer sells, to grant the increase which they have claimed.

The reasons advanced in favour of the wage increase of 20c per hour "across the board" are as follows:

(a) The existing and *anticipated** increase in the cost of living.—It is suggested that the average worker would require \$3.00 per week more in his pay envelope to maintain his existing standard of living and purchasing power.

(b) Reduction in take-home pay due to shorter hours worked.—In this connection it is to be noted that in the plants involved hours of work vary from 40 to 48 hours per week. In some cases the hours were reduced at the request of the employees and in others to meet the requirements of the Ontario Statute. In every plant the production is less than the demand, extra employees are needed but unobtainable, due to shortage of skilled labour, housing and/or necessary mechanical equipment.

(c) Increased productivity of the employees.—In the evidence submitted to me, I found a wide divergence of view between management and employees as to whether output per man-hour has in fact increased in recent years. In any event, I deem it regrettable that when proposals for increasing pay and shortening hours of work are put forward, more recognition is not given to the need for greater productivity, which it is generally conceded must be the basis for improvement in the standard of living.

(d) Some of the Canadian plants are subsidiaries of American plants where wages are higher.—This is no doubt true in the main but the argument is not convincing. The standard to be attained is that within the Canadian economy, not that existing in some countries where wages are lower or in the U.S.A. where they are higher.

*Italics mine

(e) Wage rates sought by the Union are lower than the minimum standard of health and decent living for the ordinary Canadian family.—This is a sweeping generalization, which in many instances was not borne out by the evidence submitted to me.

(f) It is desirable to have a general pattern of "across the board" increases.—Reference was made to the recent settlement in the logging industry in British Columbia and in the International Nickel Co. of Canada, Ltd., in Ontario.

(g) The companies are, or, in the absence of clear evidence produced by them, must be assumed to be, well able to pay the requisite increases without affecting prices.—On the question of ability to pay, it was suggested by the Union that, because a company was able to pay more, therefore it should pay more. So far as I am aware, under wage control, mere ability to pay has never been considered as a reason for increasing wages. The question of inability to pay is quite another matter and arises only when, on an application to the War Labour Board, an employer alleges that the proposed increase is beyond his power to pay without price relief. In my view the question of ability to pay was not relevant to the issues before me and I declined to direct the companies to file evidence as to their financial ability to pay the full amounts requested in the "Seven Point Program", particularly in view of the fact that at the hearings there were present, not only the bargaining committee of the local union involved, but also the members of the Strategy Committee and other Union officials. I saw no reason why such information should be disclosed to many who had no direct concern therewith. I am of the opinion that the question may be appropriately determined when on an application to the War Labour Board inability to pay a proposed increase is pleaded, the Board having adequate staff to satisfactorily decide such questions.

I shall not attempt to discuss in great detail the remainder of the "Seven Point Program". The wage increase is by far the most important matter but some of the others are worthy of consideration. It was generally agreed that the 40 hour week is impracticable in plants where it is not now in effect, that the demand for rubber goods is still high and will so continue for some time. Most of the plants will continue to work for 48 hours and the reduction to 40 hours per week would result merely in further wage increases, the remaining 8 hours being paid for at time and one-half. Some of the plants now have a 45 hour week and others

a 47 and 48 hour week. The general trend when production has caught up, will, I think be toward a shorter work-week.

In some plants off-shift differentials are in effect in one way or another; in some plants statutory holidays are paid at straight time when not worked.

I find some difficulty in stating specifically my recommendations as to how the disputes might be determined, particularly in view of the fact that in each case an application must be made to the Regional War Labour Board for its approval. I do not desire in any way to interfere with the discretion of the Regional War Labour Board for Ontario and my recommendations must be considered merely as suggestions which appear to me, after the fullest consideration of all the evidence submitted to me, to be of such a character that they should commend themselves to the parties in dispute as the general basis for negotiation and agreement, and as a preliminary to an application to the Regional War Labour Board. That Board, in the exercise of its powers, will then have to determine whether such agreements or applications are proper in all respects under the powers conferred on it.

Subject always to the above, therefore, I recommend that the parties in dispute should re-open negotiations on the plant level (i.e., representatives of management and the local union's bargaining committee) and as a basis for the negotiations leading to final settlement I recommend the following:

(a) An increase of 8c per hour to all hourly-rated employees represented in the bargaining unit; and an equivalent amount to all others so represented who are employed on an incentive or piece-work system. Such amounts should be reduced to the extent that general wage increases have been granted since October 1st, 1945.

(b) That where not now in effect, overtime should be paid at the rate of time and one-half for all hours worked in excess of 44 hours in any one week.

(c) That time and one-half be paid for all work performed on Sundays and on the following five holidays: New Year's Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day, and on two additional holidays to be agreed upon by the parties.

(d) That consideration be given to the payment to hourly-rated and piece-work employees of an amount equal to time lost but not to exceed one standard shift due to shut-down for holidays as follows: New Year's Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day, and two additional holidays to be agreed upon by

the parties; but subject to the limitation that an employee shall not be entitled to holiday pay for a holiday that occurs during his regular paid vacation leave.

(e) That off-shift differentials at the rate of 5c per hour be paid for all work performed between 6 p.m. on any one day and 6 a.m. on the following day.

(f) That where better conditions and rates than above now prevail, they remain in effect.

(g) That the sum of any wage increases negotiated under clause (a) above and of payment for any holidays not worked, whether heretofore in effect or hereinafter negotiated under clause (d) above, should not exceed an average of 10c per hour for all employees in the bargaining unit.

(h) That increases granted under any of the above clauses should be effective as of June 1, 1946.

I further recommend that upon reaching an agreement, the parties should make a joint application to the Regional War Labour Board for the approval of such an agreement; and that where the parties fail to reach an agree-

ment, the local union should exercise its rights under the existing Wage Control Order and apply to the Regional War Labour Board for approval of any of its proposals which have not been settled by agreement between the parties.

In making the above recommendation I have endeavoured to give consideration to all the matters submitted to me. Much is to be said in favour of improvement in working conditions—a shorter work-week, payment for statutory holidays and off-shift differentials; and it is to be noted that all of these will result in substantial increases in take-home pay, particularly when overtime is worked, as will likely be the case for some time. At the same time, I cannot agree that excessive increases in basic wage rates, doubtless resulting in applications for price increases, can be helpful to the employees and the public as a whole.

All of which is respectfully submitted.

June 26, 1946.

Judge J. C. A. CAMERON,
Commissioner.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible, because of limitation of space, to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining Non-Ferrous Smelting and Quarrying: Metal Mining

TIMMINS, ONT.—HOLLINGER CONSOLIDATED MINES LIMITED AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS LOCAL 241.

Agreement to be in effect from November 14, 1945 to November 13, 1946. The company recognizes the union as the sole and exclusive bargaining agency for all eligible employees. No discrimination against any employee because of union membership or activities.

Hours of work and overtime: Underground—8 per day from collar to collar for each shift, 15 minute variations which do not occur consistently to be disregarded, delays in excess of 15 minutes shall be considered time worked and paid for on the basis of straight time except when delay is beyond the control of the company; Surface—three shifts of 8 hours at work place; steady day shift—8½ hours at work place Monday through Friday, 5½ hours on Saturday, a 48-hour week; hoistmen, cage-tenders and deckmen on a 2-shift basis will be expected to lower their shift and return them to surface without overtime unless the shift works overtime; subject to the approval of the National War Labour Board all time worked in excess of 48 hours in any work week shall be paid for at the rate of time and one half, except in the case of employees in the mill, the Mattagami River Pump House, the Compressor Plant and cage-tenders at Central Shaft who are working 56 hours regularly on continuous operations, in which case overtime starts after 56 hours work; this 56-hour week clause shall remain in effect only until the exemption from the 48-hour work week law is lifted. Time and one half will be paid for work on any of four specified statutory holidays subject to the approval of the National War Labour Board.

Vacation: one half day with pay for each 25 days worked to a maximum of 6 days after 300 days have been worked except when absent through justifiable cause.

Wage rates presently in effect except as modified by the agreement shall continue for

the life of the agreement subject only to such changes as are ordered by the National War Labour Board or successor.

Provision is made for safety and health of employees, seniority rights and grievance procedure.

Manufacturing: Metal Products

LACHINE, P.Q.—DOMINION ENGINEERING WORKS, LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 1660.

Agreement to be in effect from March 27, 1946, to March 26, 1947 or 1948, if notice not given. No discrimination by company or union because of membership or non-membership in the union.

Hours of work and overtime: subject to the approval of the Quebec Regional War Labour Board and effective July 15, 1946, time and one half for work in first shift in excess of 8 per day Monday through Friday and 5 on Saturday (except yardmen and labourers—8 on Saturday) and in second shift in excess of 9 per day Monday through Friday, double time for work in excess of 12 hours per day and for all work on Sundays and 7 specified holidays, except for power house men, firemen and coal passers, who shall be paid time and one half for work on Sundays, and in excess of 12 hours per day or 60 hours from Monday through Saturday.

Vacation: one week with pay for all hourly-rated employees with one year's continuous service with the company, two weeks with pay for those with 5 years continuous service; those with more than 6 months but less than one year receive two-thirds of a week with pay, while those with one month's service but less than 6 months' one-third of a week with pay.

Minimum hourly wage rates for certain classified operations: babitter 69 cents, blacksmiths 69 to 89 cents, carpenter 64 to 74 cents, chippers and operators 64 to 84 cents, fitters and assemblers 64 to 89 cents, electricians (maintenance) 69 to 89 cents, engineers 68½ to 77½ cents, general helpers 59 cents, horizontal boring machine operators and inspectors 64 to 99 cents, labourers 53½ cents, lathe operators 64 to 89 cents, layout men 69 to 99 cents, machine shop maintenance and welders 69 to 89 cents, milling machine operators 64 to 99 cents, painters 59 to 69 cents, pipefitters 64 to 84 cents, slingers 59 to 84 cents, and toolmakers 89 cents to \$1.04.

Minimum wage rates on night shift are 5 cents per hour over the day scale.

Provision is made for seniority rights and grievance procedure.

ISLE MALIGNE, P.Q.—ALUMINUM COMPANY OF CANADA, LIMITED AND LE SYNDICAT NATIONAL DES EMPLOYES DE L'ALUMINIUM DE ST. JOSEPH D'ALMA, INC. (NATIONAL SYNDICATE OF ALUMINUM EMPLOYEES OF ST. JOSEPH D'ALMA, INC.)

Agreement to be in effect from March 30, 1946, to March 29, 1947, and thereafter from year to year subject to 30 days' notice.

Hours of work: for both day and shift workers 8 per day, 6 days a week, a 48-hour week. Overtime for day workers: time and one half for work in excess of the above hours.

Vacation: one week with pay for employees with one year's continuous service (2,400 hours of which at least 1,800 hours must have been worked during the immediately preceding 365 days) and two weeks with pay after 7 years' service. Day workers are allowed 8 specified holidays.

Hourly wage rates: Plant maintenance—boiler operators 68 to 98 cents, blacksmiths 73 cents to \$1.03, blacksmiths helpers 61 to 68 cents, hand burners 71 to 81 cents, carpenters 73 to 94 cents, carpenters' helpers 63 to 68 cents, crawler crane operator 73 cents to \$1.03, electricians 78 cents to \$1.03, electricians' helpers 63 to 76 cents, greaser 61 to 66 cents, internal combustion fitters 73 to 98 cents, helpers 61 to 68 cents, general labourers 56 cents, machine operator 66 to 76 cents, machinists 78 cents to \$1.03, machinists' helpers 63 to 73 cents, millwrights 73 cents to \$1.01, millwrights' helpers 63 to 68 cents, painters 68 to 83 cents, pipefitters 73 to 98 cents, pipefitters' apprentices 63 to 68 cents, tool repairmen (day) 61 to 67 cents, truck drivers 61 to 76 cents, welders 73 cents to \$1.03, welders' helpers 63 to 68 cents; Potroom operation and control—trimmer 69 cents plus production bonus, syphoner and channel changer 67 cents plus bonus, cranemen (day) 68 and 75 cents, potroom service men 59 cents to 67 cents; sweepers 59 cents, control men 61 to 65 cents; Remelt shipping, distribution and potlining—after 3 months cranemen, ore unloaders and gas and electric truck drivers 68 cents, furnacemen 78 cents, pourers 73 cents, sand blast operators 66 cents, assistants and utility men 59 cents; Atomized aluminum plant—metal transfer men, furnace firemen 78 to 83 cents, packers and operators 66 to 83 cents, utility men 60 cents.

Provision is made for grievance procedure.

KINGSTON, ONT.—ALUMINUM COMPANY OF CANADA, LIMITED AND UNITED STEEL WORKERS OF AMERICA, ALUMINUM DIVISION, LOCAL 343.

Agreement to be in effect from February 1, 1946, to January 31, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole collective bargaining agent for all employees represented by the union. No discrimination because of union membership or non-membership.

Hours of work: 48 per week—shifts of 8 hours, 6 days a week to rotate in a forward direction weekly. Six specified holidays to be observed, 4 of which are paid holidays. Vacation: one week with pay after one year's service of at least 1,800 hours (exclusive of overtime) and after 7 years' continuous service with company 2 weeks with pay. Ten minute rest periods with pay during each half of shift except, where shift workers are allowed 30-minute lunch period with pay, then rest period to be considered as part of lunch period.

Wage rates to be those authorized by the Ontario Regional War Labour Board.

Provision is made for a Labour-Management Production Committee, seniority rights and grievance procedure.

KINGSTON, ONT.—ALUMINUM COMPANY OF CANADA, LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 54.

Agreement to be in effect from February 19, 1946, to February 18, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole collective bargaining agent for all employees represented by the union.

Hours of work the same as those in the agreement between this company and the United Steelworkers of America, Aluminum Division, Local 343, summarized above.

Hourly wage rates: die and machine shops—toolmaker, die maker and die sinker 97½ cents to \$1.17½, precision inspector, machinist and roll grinder 87½ cents to \$1.07½, heat treater 87½ cents to \$1.02½, improver A 67½ to 82½ cents, cribkeeper 62½ to 72½ cents, crane operator B 62½ to 67½ cents, janitor 60 to 67½ cents, improver B and laboratory helpers 57½ to 65 cents, machine labour 60 to 62½ cents and sweeper 57½ cents; maintenance department—machinist 87½ cents to \$1.07½, mechanic A 92½ cents to \$1.02½, electrician, plumber, welder, saw filer and carpenter 82½ cents to \$1.02½, painter 92½ cents to \$1.02½, pyrometrist A 82½ to 97½ cents, blacksmith 82½ to 92½ cents, mechanic B 85 to 90 cents, saw grinder 67½ to 82½ cents, improvers 75 to 82½ cents, pyrometrist B 72½ to 77½ cents, cribkeeper, helpers and oilers 62½ to 72½ cents, driller 60 to 67½ cents, general labour 57½ to 60 cents; maintenance department, heating section—engineers fourth to second class 62½ to 97½ cents.

Provision is made for a Labour-Management Production Committee, seniority rights and grievance procedure.

Manufacturing: Non-Metallic Mineral and Chemical Products

QUEBEC, P.Q.—LA BRIQUE CITADELLE LIMITEE AND L'UNION FEDERALE DES EMPLOYES DE LA BRIQUE DE QUEBEC, LOCAL 103.

Agreement to be in effect from March 18, 1946, to March 18, 1947, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agent for all eligible employees. All employees must be union members. Check-off: the company agrees to deduct the dues of union members who so authorize and remit same to the union.

Hours of work: 10 per day Monday through Friday, 5 on Saturday, a 55-hour week (except furnace firemen, etc. who work 12 hours a day, 6 days a week) amended by mutual consent for night shift to 11 hours per night, 5 nights a week. Overtime: time and one-half for work in excess of the above hours, double time for work on Sundays and 9 specified holidays.

Vacation: one week with pay for all employees with one year's service with the company.

Wage rates: the company and the union agree to submit a joint application to the Regional War Labour Board for a wage schedule with a minimum wage rate of 50 cents per hour for all employees.

Provision is made for seniority rights and grievance procedure.

Transportation and Public Utilities:

Local and Highway Transport

VICTORIA, B.C.—DOWELL'S PACIFIC TRANSFER AND STORAGE CO. LTD. AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS, VANCOUVER ISLAND DIVISION 234.

Agreement to be in effect from May 27, 1946, to May 26, 1947, and thereafter subject to notice. The company recognizes the union as the sole collective bargaining agent of the employees covered by the agreement. All employees, members of the union at the time of the signing of the agreement, shall remain members of the union in good standing during the life of the agreement and all new employees shall within 60 days of starting to work for the company become and remain union members in good standing. Check-off: all union members to authorize the company to deduct and pay over to the union any monthly dues, fines or assessments.

Provision is made for seniority rights and grievance procedure.

Service: Business and Personal

WINNIPEG, MAN.—THE CANADIAN PACIFIC RAILWAY COMPANY (ROYAL ALEXANDRA HOTEL) AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

Agreement to be in effect from September 1, 1945, to August 31, 1946, and thereafter subject to 30 days' notice.

Hours of work: 8 per day, exclusive of meal period, a 48-hour week, except where it has been the practice to work less than 8 hours per day or 48 hours per week. Where the work is of an intermittent nature, there being no work for periods of more than one hour's duration, trick split assignment may be established only by mutual agreement between the accredited representatives of the union and the company. This rule may be applied only to the staffs of the catering, chefs', stewards', housekeepers', service departments, telephone operators, cashiers and tavern. Split trick assignments in the catering department to be confined to not more than 3 tours of duty, a total of 8 hours work, within a spread of 13½ consecutive hours in any day; in the chef's and steward's departments to not more than 2 tours of duty, a total of 8 hours' work, within a spread of 12½ consecutive hours in any day; in the housekeeper's department to not more than 2 hours of duty, a total of 8 hours' work, within a spread of 13 consecutive hours in any day or on alternate days; for the service department, telephone operators and cashiers to not more than 2 tours of duty on alternate days within a spread of 16 consecutive hours in any such day; for tavern employees to be mutually arranged. Both hourly and monthly rated employees may be allowed Saturday afternoon where it can be arranged and when the interests of the hotel will not suffer thereby, in which event service in excess of 8 hours per day in the previous 5 days may be required to bring the total hours to 48 for the week. Overtime: except as otherwise provided, time

worked by proper authority by employees on regular assignment in excess of 8 hours continuous with, before or after the regularly assigned hours of duty shall be considered overtime and paid on the actual minute basis at the rate of time and one-half times the pro rata rate. Regularly assigned employees shall be assigned a regular seventh day off duty each week, preferably Sunday. Employees required to work on their assigned day off duty shall be paid at one and one-half times the pro rata rate with a minimum of two hours and forty minutes for which two hours and forty minutes service may be required. Vacation: existing practices under which annual vacations with pay to hotel employees are allowed to be continued. Free transportation and leave of absence: transportation shall be granted in accordance with the standard regulations of the company. Free transportation over the company's lines and leave of absence without pay shall be granted employees to attend general meetings upon proper request being made and if the requirements of the service permit.

Regularly assigned employees temporarily assigned to duties as waiters or waitresses on special functions during their regular working hours will be paid in addition to their regular rate of pay as follows: breakfast or luncheon functions 75 cents, dinner functions \$1.

Provision is made for promotional training, rehabilitation, seniority rights and grievance procedure.

REGINA, SASK.—THE CANADIAN PACIFIC RAILWAY COMPANY (HOTEL SASKATCHEWAN) AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

This agreement is for the same period and is similar to the agreement with the Royal Alexandra Hotel employees at Winnipeg as summarized above with these exceptions:—

Hours of work: same as above except split, trick assignments in catering department confined to not more than 3 tours of duty, a total of 8 hours' work within a spread of 14 consecutive hours in any day; in the chef's and steward's departments and for telephone operators not more than 2 tours of duty within a spread of 13½ consecutive hours in any day; in the housekeeper's department to not more than 2 tours of duty within a spread of 14 consecutive hours in any day; for elevator operators not more than 2 tours of duty on alternate days within a spread of 16 consecutive hours in any such day; for porters in the service department not more than 2 tours of duty within a spread of 14½ consecutive hours in any day; for relief clerks not more than 3 tours of duty within a spread of 13½ consecutive hours in any day; for tavern employees to not more than 2 tours of duty within a spread of 13½ consecutive hours in any day; and for troublemen to not more than 2 tours of duty within a spread of 12 consecutive hours in any day.

Regularly assigned employees assigned as waiters or waitresses on special functions during their regular working hours will be paid, in addition to their regular rate of pay, 75 cents for breakfast, luncheon or dinner functions.

CALGARY, ALBERTA.—THE CANADIAN PACIFIC RAILWAY COMPANY (PALLISER HOTEL) AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

This agreement is for the same period and is similar to the agreement with the Royal Alexandra Hotel employees at Winnipeg as summarized above with these exceptions:—

Hours of work: same as above except split trick assignments in catering department confined to not more than 3 tours of duty, a total of 8 hours' work, within a spread of 14 consecutive hours in any day; in the chef's and steward's departments to not more than 2 tours of duty within a spread of 12 consecutive hours; in the housekeeper's department to not more than 2 tours of duty within a spread of 14 consecutive hours; in the service department and for cashiers to not more than 2 tours of duty, on alternate days, within a spread of 16 consecutive hours in any such day, or 2 tours of duty within a spread of 12 consecutive hours in any day; for staff waitresses to not more than 3 tours of duty within a spread of 12½ consecutive hours in any day; for telephone operators to not more than 2 tours of duty within a spread of 11 consecutive hours in any day.

Regularly assigned employees assigned as waiters or waitresses on special functions during their regular working hours will be

paid, in addition to their regular rate of pay, 75 cents for breakfast, luncheon or dinner functions.

VICTORIA, B.C.—THE CANADIAN PACIFIC RAILWAY COMPANY (EMPRESS HOTEL) AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

This agreement is for the same period and is similar to the agreement with the Royal Alexandra Hotel employees at Winnipeg as summarized above with these exceptions:—

Hours of work: same as above except split trick assignments in the catering department and for staff waitresses will be confined to not more than 3 tours of duty, a total of 8 hours' work, within a spread of 14 consecutive hours in any day; in the chef's, steward's, housekeeper's and service departments to not more than 2 tours of duty within a spread of 12 consecutive hours in any day; for cashiers to not more than 2 tours of duty on alternate days within a spread of 15 consecutive hours in any such day; for the Crystal Garden to not more than 2 tours of duty within a spread of 10 consecutive hours in any day.

Regularly assigned employees assigned as waiters or waitresses on special functions during their regular working hours will be paid, in addition to their regular rate of pay, 75 cents for breakfast, luncheon or dinner functions.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *Labour Gazette*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *Labour Gazette* monthly since June, 1934.

Recent proceedings under the Act include the amendment of seventeen agreements and

the correction of four of them, all of which are noted below. Barbers and hairdressers in Hull requested an amendment in the May 18 issue of the *Quebec Official Gazette*; a request for an amendment for the barbers' and hairdressers' agreement at Chicoutimi was gazetted May 25. Requests for new agreements for retail stores in Chicoutimi and for longshoremen, shipliners and checkers and coopers (ocean navigation) at Montreal were published June 1. Requests for the amendment of the clockmakers' agreement at Montreal and for the amendment of the agreement for the paper box industry (uncorrugated) for the province were also gazetted June 1. Requests for amendments of agreements for grocers and butchers in Sherbrooke, retail stores at Mégantic and Windsor, for tannery employees for the province, plumbers in Hull and barbers and hairdressers at Sherbrooke were Gazetted June 8. Requests for a new agreement for the printing trades in Montreal and for amendments to the agreements for the paper box industry (uncorrugated) for the province, for commercial employees. Farnham, and for hospital employees at Sherbrooke were all gazetted June 15.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Mining, Non-Ferrous Smelting and Quarrying

BUILDING MATERIALS, PROVINCE OF QUEBEC

See below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

Manufacturing: Vegetable Foods

BAKERS, QUEBEC

An Order in Council, dated May 28, gazetted June 8, and corrected June 15, amends the previous Orders in Council for this industry (L.G., June, 1941, p. 703; Sept., 1943, p. 1253; Sept., 1944, p. 1140; Sept., 1945, p. 1341). This amendment does not affect the summary already given.

BAKERS AND SALESMEN, THREE RIVERS

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G., March, 1938, p. 334; March, 1940, p. 281; Nov., 1942, p. 1347; June, 1945, p. 872).

Weekly wage rates: journeymen bakers, and pastry cooks from \$22.70 to \$29.70, apprentices from \$11.70 during first year to \$17.70 during third year. Bakers selling bread to salesmen who then resell it to the consumers must pay such salesmen a minimum of \$17 per week for their work, or if such salesmen furnish their vehicle, a minimum of \$27 per week. The bakeries and pastry shops operating on this basis will be responsible for the wages of such employees.

Vacation with pay: three days with pay shall be granted to every baker or salesman with one year's service, one week with pay after two years' service—remuneration for said vacation to be based upon the minimum wage rate set by the present decree. Choice of vacation period is on a seniority basis.

All general conditions previously applying to bakers and bakeries to apply also to pastry-cooks and pastry-cooks' shops.

Manufacturing: Textiles and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated May 16, and gazetted May 25, extends the term of the previous Orders in Council for this industry (L.G., April, 1945, p. 517; May, 1946, p. 627, and previous issues) to August 1, 1946.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated May 10, and gazetted May 18, extends the term of the previous Orders in Council for this industry (L.G., Feb., 1946, p. 187, April, p. 499, and previous issues) to August 1, 1946.

Manufacturing: Non-Metallic Minerals, Chemicals, Etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated May 28, and gazetted June 8, amends the previous Order

in Council for this industry (L.G., Sept., 1944, p. 1141). This amendment does not affect the summary already given.

Construction

BUILDING TRADES, CHICOUTIMI

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G., March, 1945, p. 349; May, 1946, p. 628, and previous issues). If lodging and board are supplied by employer, not more than \$2 per room per month and \$1 per day for board may be charged.

BUILDING TRADES, SHERBROOKE

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G., Oct., 1942, p. 1209; Feb., 1943, p. 220, Aug., p. 1131; Nov., 1944, p. 1368), "Zone I" and "Zone II" are replaced by the following: "Zone I:—The city of Sherbrooke and the town of Farnham and the territory comprised in a radius of 5 miles from their limits". "Zone II:—The cities of Granby and Drummondville, the town of Cowansville and the territory comprised in a radius of 5 miles from their limits".

BUILDING TRADES, MONTREAL

An Order in Council, dated May 10, and gazetted May 25, extends the term of the previous Orders in Council for this industry (L.G., Feb., 1946, p. 187, April, p. 499, May, p. 628 and previous issues) to July 1, 1946.

Trade

RETAIL STORES, QUEBEC

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G., April, 1943, p. 490; August, 1944, p. 1007, Sept., p. 1142; May, 1946, p. 629, June, p. 783, and previous issues.) "L'Association professionnelle des Employés de Bureau du District de Québec inc." is no longer considered as co-contracting party.

WHOLESALE FOOD STORES, QUEBEC

An Order in Council, dated May 10, and gazetted May 18 amends the previous Order in Council for this industry (L.G., July, 1944, p. 868). "L'Association professionnelle des Employés de Bureau du District de Québec inc." is no longer considered as co-contracting party.

Another Order in Council, dated May 16, gazetted May 25 and corrected June 15, also amends the previous Order in Council. Agreement to be in effect to May 1, 1947, and thereafter from year to year subject to notice. The decree now applies to the cities of Quebec and Levis and all municipalities within a radius of 50 miles from their limits. Territorial jurisdiction is divided as follows:

Zone I:—The cities of Quebec and Levis and the municipalities within a radius of 25 miles from their limits.

Zone II:—The remainder of the territorial jurisdiction.

Hours: stationary enginemen and firemen other than first-class chief enginemen, 54-hour week, but from January to April 1 there shall be a 48-hour week. However, in establishments dealing in fruit, vegetables, fish, and meat mashes, a 53-hour week throughout the year. Office employees male and female, a 44-

hour week. All other employees except occasional hands, common labourers (male and female) watchmen and boiler (not stationary) firemen, personnel and administration employees and enginemen working as first-class chief enginemen, a 48-hour week throughout the year. For establishments dealing in fruit, vegetables and fish, a 53-hour week during June, September, October, November and December and a 48-hour week during all the other months.

Overtime is payable at time-and-one-half, with the exception of certain classes of workers.

Wages: Zone I—wage schedule is the same as the one previously in effect; Zone II—same as Zone I less 10 per cent. Vacation: one week or six non-consecutive days with pay each year between May 15 and October 15 for employees with at least one year's service. An employee may receive an equivalent remuneration in lieu of vacation. Certain specified classes of employees to be paid double time if their services are required for the 1½ kept holidays.

A new part of the agreement is added, covering commercial salesmen in the industry. The working week for a commercial salesman or representative shall consist of 5 days, Monday to Friday inclusive. He shall report to his employer's office every Saturday morning to give an account of his work and expenses and to receive instructions; no work Saturday afternoon. The duration of any trip exceeding 5 consecutive days to be determined by the employer alone; the duration of any trips exceeding 2 consecutive weeks may be fixed by an agreement between the employer and the employee.

Minimum wage rates: Zone I—from \$20 per week during first 6 months to \$30 after the third year's selling in the line; Zone II—same as Zone I less 10 per cent. When the employee is paid on a commission basis, his income shall be adjustable at least once a year or when the employment comes to an end. Necessary travelling expenses, 3 meals per day and suitable lodging to be paid by employer for outside trips. The amount of wages to be paid a commercial salesman who works for several employers to be agreed upon, in writing, by the salesman and all his employers.

HARDWARE AND PAINT TRADE, QUEBEC

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G. Oct., 1943, p. 1381; June, 1944, p. 754; Oct, 1945, p. 1520 and previous issues). "L'Association professionnelle des Employés de Bureau du District de Québec inc." is no longer considered as co-contracting party.

TRADE AND OFFICE EMPLOYEES, JONQUIERE, ARVIDA AND ST. JOSEPH D'ALMA

An Order in Council, dated May 10, gazetted May 18, and corrected May 25, amends the previous Orders in Council for this industry (L.G., April, 1945, p. 518, Aug., p. 1199). Hours: 50-hour week for female employees and 56-hour week for male employees in commercial establishments.

Service: Business and Personal

HOSPITAL AND CHARITABLE INSTITUTION EMPLOYEES, SHERBROOKE

An Order in Council, dated May 28, and gazetted June 8, amends the previous Order in Council for this industry (L.G., Nov., 1944, p. 1369). Orderlies shall receive an additional \$2 per week for night work. Enginemen to be paid 60 to 70 cents per hour; firemen 50 cents; elevator men, night watchmen \$18 per week; cleaners (male) \$21 per week for first year and \$22 for second year; cook's helpers \$18 to \$22.

BARBERS AND HAIRDRESSERS, SHERBROOKE

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G., March, 1946, p. 318, April, p. 499, and previous issues). Territorial jurisdiction for male and female hairdressers now comprises the city of Sherbrooke and within a radius of 10 miles from its limits, Magog and within 8 miles from its limits, East Angus and Megantic and within 5 miles from their limits. Hours for hairdressers: hours are fixed, with Wednesday a half-holiday in 7 months of the year in Magog.

BARBERS AND HAIRDRESSERS, JOLIETTE

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G., January, 1944, p. 70, September, p. 1143; January 1945, p. 71; February 1946, p. 187, March, p. 318) by deleting the following paragraph: "However, within the limits of the City of Joliette, the Monday holiday applies to every month of the year in the hairdressing parlors and the hours of work shall end at 7.00 p.m. on Saturday and holiday eves."

HAIRDRESSERS, MONTREAL

An Order in Council, dated May 23, and gazetted June 1, extends the term of the previous Orders in Council for this industry (L.G., July, 1941, p. 855; July, 1942, p. 857; April, 1943, p. 490, June, p. 813; July, 1945, p. 996) to June 7, 1947.

Another Order in Council, dated May 10, gazetted May 18, and corrected May 25, amends the previous Orders in Council for this industry. All work in excess of 48 hours in a week to be paid for at the pro rata of the regular salary paid to the employee. Apprentice manicurists to serve 12 months and to be paid from \$3 per week during the first three months to \$7 during fourth three months. Where board or lodging furnished by the employer, not more than \$5 per week for board and \$3 for lodging may be charged. Vacation: one week with pay for every employee with at least 12 consecutive months' service. Period of such vacation to be determined by employer. An additional regular week's pay may be given in lieu of above vacation with the approval of the parity committee.

BARBERS AND HAIRDRESSERS, VALLEYFIELD

An Order in Council, dated May 10, and gazetted May 18, amends the previous Orders in Council for this industry (L.G., Aug., 1943, p. 1131; March, 1945, p. 351, Oct., p. 1521). This amendment does not affect the summary already given.

Fair Wages Conditions in Dominion Government Contracts

WITH this issue the LABOUR GAZETTE resumes the publication of information regarding the application of the Fair Wages Policy of the Dominion Government to contracts awarded by various departments of the Government.

During the war years the publication of detailed information concerning government contracts was suspended for reasons of security. Commencing with the present issue, however, this information will again appear periodically, and the following article gives details of contracts awarded by various departments during the months of April and May.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 as a resolution of the House of Commons. Its purpose was to ensure that all government contracts should contain provisions to prevent abuses and to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work was to be carried out.

Subsequently a series of Orders in Council, adopted between 1907 and 1941, expressed the purpose of the Policy in greater detail. In addition, an Act of Parliament of 1930* made special provision for effectuating the Policy in regard to contracts for building and construction; although other government contracts continued to be covered by Order in Council.

There are thus two sets of conditions applicable to government contracts, those marked "A" which apply to building and construction work, and those marked "B" which apply in the case of contracts for the manufacture of various classes of government supplies and equipment.

In regard to "A" conditions, the clauses relating to wages and hours in the Fair Wages and Hours of Labour Act are as follows:

"All persons in the employ of the contractor, sub-contractor, or any other persons doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council

may otherwise provide or except in cases of emergency as may be approved by the Minister."

Fair wages are defined in the Act as "such wages as are generally accepted as current for competent workmen in the district in which the work is being performed for the character or class of work in which such workmen are respectively engaged; but shall in all cases be such wages as are fair and reasonable".

This Act applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work; but also to workmen employed on works of this nature by the Government direct who are excluded from the provisions of the Civil Service Act. It applies also to such works as are assisted by Government aid in the form of contributions, subsidy, loan, advance or guarantee.

"B" conditions, applying to contracts for the manufacture and supply of goods, set forth certain specific minimum rates as a supplement to the general provision that rates must equal those accepted as current for competent workmen in the district in which the work is to be performed. These minimum rates are 35 cents per hour for male workers 18 years of age and over, and 25 cents per hour for females 18 years of age and over; for male or female workers under 18 the minimum rate is 20 cents per hour; and for beginners the rate may be 20 cents per hour, but must rise at the rate of 5 cents an hour every 4 weeks until the minimum for trained workers is reached. These rates apply to *all* employees of contractors and sub-contractors throughout an establishment of which any part may be engaged on Government orders.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of

*The Fair Wages and Eight-Hour Day Act, 1930, subsequently superseded by the Fair Wages and Hours of Labour Act of 1935.

Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be resident of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other

inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

Under the provisions of the Wartime Wages and Cost of Living Bonus Order, dated October 24, 1941 (P.C. 8253), the administration of the Fair Wage Policy was vested as from November 15, 1941, in the National War Labour Board, and remained in the hands of that body until December 9, 1943, when, with the passing of the Wartime Wages Control Order, 1943 (P.C. 9384), the administration reverted to the Department of Labour.

On May 17, 1943 (P.C. 3870), the Western Labour Board was established with powers to administer "fair wages" on all western defence projects for the Dominion Government in the Provinces of Alberta and British Columbia and in the Yukon and Northwest Territories. On September 11, 1945 (P.C. 5981), was approved revesting this authority in the Department of Labour.

Schedules Issued during Fiscal Year, 1946

During the fiscal year ending March 31, 1946, the Department of Labour issued 354 fair wages schedules and the Western Labour Board 85, making a grand total of 439. During the same period, the sum of \$2,381.59 was collected from employers who had failed to pay the wages prescribed in fair wages schedules, or the minimum rates specified in Order in Council (P.C. 7679), and adjustments were made in respect of 71 workers.

Schedules Prepared and Contracts Awarded During April and May

During the months of April and May, the Department of Labour prepared, on request, 110 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

Group "A" Contracts

(1) Works of Construction, Remodelling, Repair or Demolition

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour, and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation, or by direction of a War Labour Board."

NATIONAL HARBOURS BOARD

Resurfacing concrete railway platform at Shed 18, Montreal Harbour, P.Q. Name of contractors, Charles Duranceau Ltd., Montreal, P.Q. Date of contract, June 5, 1946. Amount of contract, \$2,475. A fair wages schedule was included in the contract as follows:—

Per Hour

Asphalt rakers	\$.71
Asphalt tampers, smoothers and spreaders..	.66
Drill runners .....	.71
Firemen, stationary .....	.71
Labourers .....	.61
Motor truck drivers .....	.61
Motor truck driver and truck.....	1.61
Roll roller operators (steam and gas) .....	.86
Compressor operators (gas or elec.).....	.76
Watchmen .....	.56

DEPARTMENT OF PUBLIC WORKS

Reconstruction of wharf at Rocky Point, Queen's County, P.E.I. Name of contractor, H. J. Phillips and Son, Charlottetown, P.E.I. Date of contract, April 10, 1946. Amount of contract, unit prices—approximately \$43,634.50. A fair wages schedule was included in the contract as follows:—

Per Hour

Drivers	\$.46
Driver, horse and cart.....	.60
Driver, team and wagon .....	.75
Engineers, crane—steam, gas, elec. ....	.71
Enginemn, stationary .....	.55
Compressor operator—gas. or elec. ....	.55
Labourers .....	.46
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foreman.....	.80
Pile driver and derrick engineers.....	.70
Pile driver and derrick firemen .....	.55
Pile driver and derrick men (rigging, setting, signalling) .....	.60
Pile driver and derrick labourers .....	.50
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Installation of exit fire alarm system, Government Printing Bureau, Ottawa, Ont. Name of contractors, Fred A. Wilson Contracting Co., Ltd., Ottawa, Ont. Date of contract, April 16, 1946. Amount of contract, \$4,447. A fair wages schedule was included in the contract as follows:—

Per Hour

Drivers	\$.56
Driver, team and wagon .....	.90
Electricians—inside wiremen .....	.96
Labourers .....	.56
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Painters and glaziers .....	.86

Construction of a Nurses' Home, Westminster Hospital, London, Ont. Name of contractor, L. C. Scott Construction Co., Ltd., Toronto, Ont. Date of contract, April 27, 1946. Amount of contract, \$947,500 and unit prices. A fair wages schedule was included in the contract as follows:—

Per Hour

Asbestos Insulation Workers	\$.80
Blacksmiths .....	.86
Blacksmiths' helpers .....	.55
Boilermakers on construction or erection.....	.96
Brick and hollow tile layers.....	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.55
Carpenters and joiners	1.00
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.65
Compressor operators—gas. or elec. ....	.60
Drivers .....	.51
Driver, team and wagon.....	.90
Drill runners .....	.60
Electricians—inside wiremen	1.10
Electricians—cable splicers	1.10
Elevator constructors	1.06
Elevator constructors' helpers .....	.76
Engineers, operating steam .....	.81
Engineers, crane—steam, gas., elec. ....	.85
Enginemn, stationary .....	.60
Hoist operators—tower—gas. or elec. ....	.60

	Per Hour
Labourers	\$.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Linoleum layers .....	.65
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.75
Painters and glaziers .....	.70
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.96
Road grader operators:	
Horsedrawn .....	.55
Incl. team .....	.90
Gas .....	.65
Road roller operators—steam or gas .....	.75
Rodmen—Reinforced steel .....	.60
Roofers, felt and gravel: patent: comp. ....	.55
Roofers, sheet metal .....	.80
Sheet metal workers .....	.80
Steam shovel engineers	1.06
Steam shovel firemen .....	.70
Steam shovel oilers .....	.60
Shovel operators—gas	1.06
Stonecutters	1.01
Stonemasons	1.20
Stonemasons' helpers (mixing and tempering mortar) .....	.55
Terrazzo layers .....	.96
Terrazzo finishers and helpers .....	.71
Tile setters, asphalt .....	.80
Tile setters, ceramic	1.06
Tile setters' helpers (all men assigned to help tradesmen) .....	.55
Tractor operators—	
Letourneau .....	.80
Small .....	.70
Watchmen .....	.46
Waxers and polishers—floor .....	.55

Reconstruction and extension of wharf, Clarke's Harbour, Shelbourne County, N.S. Name of contractor, Messrs. Barney Mosher & Merrill D. Rawding, Liverpool, N.S. Date of contract, April 20, 1946. Amount of contract, unit prices—approximately \$81,338. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Boatmen—rowboats .....	.45
Carpenters and joiners .....	.65
Compressor operators—gas, or elec. ....	.55
Drill runners .....	.55
Engineers—operating—steam .....	.80
Firemen, stationary .....	.60
Hoist operators—gas, or elec. ....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foreman .....	.85
Pile driver and derrick engineers .....	.75
Pile driver and derrick men (rigging, setting and signalling) .....	.60
Pile driver and derrick firemen .....	.60
Watchman .....	.40

Construction of an extension to the breakwater, Meteghan, N.S. Name of contractors, Messrs. Edward L. Babine & John K. Taylor,

Yarmouth, N.S. Date of contract, April 23, 1946. Amount of contract, unit prices—approximately \$193,696.45. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboat) .....	.45
Compressor operators (gas or elec.) .....	.55
Drill runners .....	.55
Engineers, operating steam .....	.80
Firemen, stationary .....	.60
Hoist operators (gas or elec.) .....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Steam shovel engineers	1.10
Steam shovel firemen .....	.65
Steam shovel oilers .....	.60
Tractor operators—	
Letourneau, etc. ....	.75
Small .....	.60
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchman .....	.40

Construction of a mental infirmary, Westminster Hospital, London, Ont. Name of contractor, Sterling Construction Co., Ltd., Windsor, Ont. Date of contract, April 18, 1946. Amount of contract, \$1,625,790 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.65
Asphalt rakers .....	.65
Asphalt tamers, smoothers and spreaders ..	.55
Blacksmiths .....	.86
Blacksmiths' helpers .....	.55
Boilermakers on construction or erection ..	.96
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.55
Carpenters and joiners	1.00
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam .....	.75
Gas, or elec. ....	.65
Compressor operators—gas, or elec. ....	.60
Drivers .....	.51
Driver, team and wagon .....	.90
Drill runners .....	.60
Electricians—inside wiremen	1.10
Electricians—cable splicers	1.10
Elevator constructors	1.06
Elevator constructors' helpers .....	.76
Engineers, operating steam .....	.81
Engineers, crane—steam, gas, or elec. ....	.85
Enginemen, stationary .....	.60
Hoist operators—tower—gas, or elec. ....	.60
Labourers .....	.61
Lathers—metal .....	.80
Lathers—wood .....	.75
Linoleum layers .....	.65
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.75
Painters and glaziers .....	.70
Plasterers	1.06
Plasterers' helpers .....	.55
Plumbers and steamfitters .....	.96

	Per Hour
Road grader operators—	
Horsedrawn	\$.55
Incl. team .....	.90
Gas. ....	.65
Road roller operators—steam or gas. ....	.75
Rodmen, reinforced steel .....	.60
Roofers, felt and gravel: patent: comp. ....	.55
Roofers, sheet metal .....	.80
Sheet metal workers .....	.80
Shinglers, wood, asbestos	1.00
Steam shovel engineers	1.06
Steam shovel firemen .....	.70
Steam shovel oilers .....	.60
Shovel operators—gas.	1.06
Stonecutters	1.01
Stonemasons	1.20
Stonemasons' helpers (mixing and tempering mortar) .....	.55
Structural steel workers .....	.96
Terrazzo layers .....	.96
Terrazzo finishers and helpers .....	.71
Tile setters, asphalt .....	.80
Tile setters, ceramic	1.06
Tile setters' helpers (all men assigned to help tradesmen) .....	.55
Tractor operators—	
Letourneau .....	.80
Small .....	.70
Watchmen .....	.46
Waxers and polishers—floor .....	.55

Installation of automatic sprinklers and fire alarm systems at Government House, Ottawa, Ont. Name of contractor, Automatic Sprinkler Company of Canada Limited, Montreal, P.Q. Date of contract, April 6, 1946. Amount of contract, \$11,970. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers.....	\$1.16
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.60
Carpenters and joiners .....	.96
Cement finishers .....	.75
Drivers .....	.56
Driver, horse and cart .....	.70
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.96
Labourers .....	.56
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Painters and glaziers .....	.86
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.60
Plumbers and steamfitters	1.12
Sprinkler installers	1.03
Watchman .....	.51

Installation of industrial (tile) flooring, Postal Terminal Building, Ottawa, Ont. Name of contractor, Mr. W. G. Stephenson, Toronto, Ont. Date of contract, April 4, 1946. Amount of contract, \$7,711. A fair wages schedule was included in the contract as follows:—

	Per Hour
Drivers	\$.56
Driver, team and wagon .....	.90
Labourers .....	.56
Mastic floor layers .....	.90
Mastic floor rubbers and finishers.....	.75
Mastic floor kettlemen .....	.75
Mastic floor labourers .....	.56

	Per Hour
Motor truck drivers.....	\$.60
Motor truck driver and truck	1.60
Tile setters—asphalt .....	.95
Tile setters' helpers (all men assigned to help tradesmen) .....	.60
Waxers and polishers—floor.....	.60

Reconstruction of wharf, Bagotville, P.Q. Name of contractor, Mr. Emile Gagnon, Jonquiere, P.Q. Date of contract, April 11, 1946. Amount of contract, unit prices—approximately \$238,878. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tamperers, smoothers and spreaders... ..	.60
Blacksmiths .....	.70
Blacksmiths' helpers .....	.60
Carpenters and joiners .....	.75
Cement finishers .....	.70
Cement and concrete mixer operators—gas. or electric .....	.65
Compressor operators—gas or electric.....	.65
Drivers .....	.60
Driver, horse and cart .....	.75
Driver, team and wagon .....	.90
Drill runners .....	.65
Engineers, operating steam.....	.75
Engineers, crane—steam, gas. or elec.—	
Single drum .....	.70
Double drums .....	.75
Enginemmen, stationary .....	.65
Labourers .....	.55
Motor truck drivers .....	.60
Motor truck driver and truck.....	1.60
Painters and glaziers .....	.70
Pile driver and derrick foreman.....	1.05
Pile driver and derrick engineers.....	.95
Pile driver and derrick men (rigging, setting, signalling) .....	.75
Pile driver and derrick firemen.....	.65
Pile driver and derrick labourers.....	.60
Powdermen .....	.80
Road grader operators—	
Horsedrawn .....	.60
Including team .....	.85
Gas. ....	.65
Road roller operators—steam or gas.....	.80
Structural steel workers	1.00
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, cutting and fitting timber) .....	.65
Tractor operators—	
Small .....	.60
Letourneau .....	.70
Watchmen .....	.50
Welders and burners (acetylene or electric).....	.90

Reconstruction of outer portion of wharf, Grande Riviere, Gaspé County, P.Q. Name of contractor, Mr. James S. Watt, Little River West, P.Q. Date of contract, April 30, 1946. Amount of contract, unit prices—approximately \$188,132.10. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen—rowboats .....	.45
Compressor operators—gas. or elec. ....	.55
Drill runners .....	.55

	Per Hour
Drivers	\$.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.70
Engineer, operating steam .....	.75
Firemen, stationary .....	.55
Labourers .....	.45
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foreman	1.05
Pile driver and derrick engineers .....	.95
Pile driver and derrick men (rigging, setting, signalling) .....	.75
Pile driver and derrick firemen .....	.65
Pile driver and derrick labourers .....	.50
Timbermen and cribmen (measuring, scribing, and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Improvements to harbour, Winter Harbour, B.C. Name of contractors, Messrs. Frank L. Hole, Coal Harbour, and Oke V. Johnson, Vancouver, B.C. Date of contract, April 15, 1946. Amount of contract, unit prices—approximately \$21,999.73. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foreman	\$ 1.35
Pile driver and derrick engineers	1.22½
Pile driver and derrick men	1.10
Pile driver and derrick boommen	1.10
Pile driver and derrick bridgemen	1.10
Pile driver and derrick firemen .....	.79
Carpenters	1.10
Labourers .....	.65
Watchmen .....	.60

Reconstruction of wharf, St. Simeon, Charlevoix County, P.Q. Name of contractor, Mr. Hector Bouchard, La Malbaie, P.Q. Date of contract, April 22, 1946. Amount of contract, unit prices—approximately \$182,368. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders .....	.60
Blacksmiths .....	.70
Blacksmiths' helpers .....	.60
Carpenters and joiners .....	.75
Cement finishers .....	.70
Cement and concrete mixer operators—gas. or elec. ....	.65
Compressor operators—gas. or elec. ....	.65
Drivers .....	.60
Driver, horse and cart .....	.75
Driver, team and wagon .....	.90
Drill runners .....	.65
Labourers .....	.55
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Pile driver and derrick foreman	1.05
Pile driver and derrick engineers .....	.95
Pile driver and derrick men (rigging, setting and signalling) .....	.75
Pile driver and derrick firemen .....	.65
Pile driver and derrick labourers .....	.60
Powdermen .....	.80
Road grader operators—	
Horsedrawn .....	.60
Including team .....	.85
Gas. ....	.65

	Per Hour
Road roller operators—steam or gas	\$.80
Structural steel workers	1.00
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.65
Watchmen .....	.50
Welders and burners—	
Acetylene or elec. ....	.90
On steel erection	1.00

Improvements to harbour, Brownsville, B.C. Name of contractor, Fraser River Pile Driving Company, Limited, New Westminster, B.C. Date of contract, May 1, 1946. Amount of contract, unit prices—approximately \$17,310.29. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foreman	\$1.37
Pile driver and derrick engineers	1.24
Pile driver and derrick men (rigging, setting, signalling)	1.12
Pile driver and derrick bridgemen	1.12
Pile driver and derrick boommen	1.12
Labourers .....	.65
Pile driver and derrick firemen .....	.80
Watchmen .....	.60

Repairs to wharf, Edmont Bay, P.E.I. Name of contractor, Messrs. Wallace Noy, James Noy and Allison Raynod, Ellerslie, R.R. and William Bagloli, Summerside, P.E.I. Date of contract, May 1, 1946. Amount of contract, unit prices—approximately \$6,997.95. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$.65
Drivers .....	.46
Drivers, horse and cart .....	.60
Drivers, team and wagon .....	.75
Engineers, crane (steam, gas., elec.) .....	.71
Enginemmen, stationary .....	.55
Engineers, operating steam .....	.75
Labourers .....	.46
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foreman .....	.80
Pile driver and derrick engineers .....	.70
Pile driver and derrick men (rigging, setting and signalling) .....	.60
Pile driver and derrick labourers .....	.50
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Ventilation of third floor, Dominion Public Building, Winnipeg, Man. Name of contractors, Messrs. James A. McBain and Ernest E. Jack, Winnipeg, Man. Date of contract, May 1, 1946. Amount of contract, \$6,746. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$1.25
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.67½
Carpenters and joiners	1.05

	Per Hour
Cement finishers	\$.75
Cement and concrete mixer operators—	
Steam .....	.95
Gas. or elec. ....	.65
Drivers .....	.60
Driver, horse and cart .....	.75
Driver, team and wagon	1.00
Electricians (inside wiremen)	1.05
Labourers, skilled .....	.62½
Labourers, common .....	.58
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers	1.00
Painters and glaziers .....	.90
Plasterers	1.25
Plasterers' helpers (mixing and tempering material) .....	.67½
Plumbers and steamfitters	1.15
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.67½
Roofers, felt and gravel: patent: comp. ....	.70
Sheet metal workers .....	.85

Construction of float and breakwater, Lady-smith, B.C. Name of contractor, Pacific Pile Driving Company, Limited, Victoria, B.C. Date of contract, May 8, 1946. Amount of contract, unit prices—approximately \$10,391.20. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foreman	\$1.35
Pile driver and derrick engineers	1.22½
Pile driver and derrick bridgemen	1.10
Pile driver and derrick boommen	1.10
Pile driver and derrick men	1.10
Pile driver and derrick firemen .....	.79
Wharf and dock builders	1.10

Repairs to east breakwater, Port Hope, Ont. Name of contractor, Brennan Paving Company, Limited, Hamilton, Ont. Date of contract, May 10, 1946. Amount of contract, unit prices—approximately \$103,319.86. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$.91
Cement finishers .....	.70
Cement and concrete mixer operators, gas or elec. ....	.65
Compressor operators—gas or elec. ....	.65
Divers (Full day's pay to be allowed whether employed full or part time)	14.48*
Divers' tenders (Full day's pay to be allowed whether employed full or part time)	5.48*
Drill runners .....	.60
Electricians—inside wiremen .....	.81
Engineers, crane—steam, gas, elec. ....	.85
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Painters—brush .....	.70
Pile driver and derrick foreman	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick labourers .....	.55

*Per day.

	Per Hour
Pile driver and derrick firemen	\$.60
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Watchmen .....	.46
Welders and burners—acetylene or elec. ....	.80

Addition and alterations at Postal Station "S", Ville Emard, Montreal, P.Q. Name of contractor, Alphonse Gratton, Inc., Montreal, P.Q. Date of contract, May 16, 1946. Amount of contract, \$8,300 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.96
Brick and hollow tile layers	1.06
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.66
Carpenters and joiners .....	.96
Cement finishers .....	.81
Cement and concrete mixer operators—	
Steam .....	.81
Gas. or elec. ....	.76
Drivers .....	.61
Driver, team and wagon	1.01
Electricians (inside wiremen)	1.01
Labourers .....	.61
Lathers—metal .....	.96
Lathers—wood .....	.86
Motor truck drivers .....	.61
Motor truck drivers and truck	1.61
Ornamental iron workers .....	.90
Painters and glaziers .....	.86
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.66
Plumbers and steamfitters	1.01
Roofers, felt and gravel: patent: comp. ....	.71
Roofers, sheet metal .....	.96
Sheet metal workers .....	.96
Structural steel workers	1.01
Tile setters, asphalt .....	.71
Tile setters' helpers (all men assigned to help tradesmen) .....	.66
Watchmen .....	.56
Waxers and polishers (floor) .....	.71
Stonecutters	1.06
Stonemasons	1.06
Stonemasons' helpers (mixing and tempering mortar) .....	.66

Construction of a float, Refuge Cove, Redonda Island, B.C. Name of contractor, The Vancouver Pile Driving and Contracting Company, Limited, Vancouver, B.C. Date of contract, May 18, 1946. Amount of contract, unit prices—approximately \$4,994.70. A fair wages schedule was included in the contract as follows:—

	Per Hour
Wharf and dock builders	\$1.10
Labourers .....	.65
Carpenters	1.10
Pile driver and derrick foreman	1.35
Pile driver and derrick engineers	1.22½
Pile driver and derrick men (rigging, setting, signalling)	1.10
Pile driver and derrick bridgemen	1.10
Pile driver and derrick boommen	1.10

Reconstruction of ferry terminal wharves at ferry crossing of Winnipeg River, St. George, Man. Name of contractor, Mountain Road Builders, Limited, Winnipeg, Man. Date of contract, May 28, 1946. Amount of contract, unit prices—approximately \$12,237.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Engineers, crane—steam, gas., elec.	\$.90
Steam shovel engineers .....	.90
Steam shovel firemen .....	.60
Steam shovel oilers .....	.55
Shovel operators—gas. ....	.90
Pile driver and derrick foreman.....	1.20
Pile driver and derrick engineers.....	1.10
Pile driver and derrick men (rigging, setting, signalling) .....	.68
Pile driver and derrick firemen .....	.70
Pile driver and derrick labourers .....	.63
Labourers—skilled .....	.57½
Labourers—common .....	.53
Blacksmiths .....	.75
Blacksmiths' helpers .....	.57½
Drill runners .....	.55
Powdermen .....	.63
Drivers .....	.55
Driver, horse and cart or sleigh.....	.70
Driver, team and wagon or sleigh.....	.95
Motor truck drivers .....	.60
Motor boat operators .....	.60
Compressor operators—gas. or elec. ....	.55
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber).....	.65
Divers (Full day's pay to be allowed whether employed full or part time).....	14.48*
Divers' tenders (Full day's pay to be allowed whether employed full or part time).....	5.48*
Watchmen .....	.48

Construction of a Diversional Occupational Building, Health and Occupational Centre, London, Ont. Name of contractors, Messrs. McKay-Cocker Construction Limited, London, Ont. Date of contract, May 21, 1946. Amount of contract, \$29,283 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.80
Carpenters and joiners	1.00
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.65
Compressor operators—gas. or elec. ....	.60
Drill runners .....	.60
Drivers .....	.51
Driver, horse and cart .....	.65
Driver, team and wagon .....	.90
Electricians—inside wiremen	1.10
Labourers .....	.51
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.75
Painters and glaziers .....	.70
Plumbers and steamfitters .....	.96

*Per day.

	Per Hour
Rodmen—reinforced steel	\$.60
Roofers, shingles (wood, asbestos)	1.00
Sheet metal workers .....	.80
Terrazzo layers .....	.96
Terrazzo finishers and helpers .....	.71
Watchmen .....	.46

DEPARTMENT OF RECONSTRUCTION AND SUPPLY

Construction of a Health and Occupational Centre, Sunnybrook Farm, Toronto, Ont. Name of contractors, The L. C. Scott Construction Company, Limited, Toronto, Ont. Date of contract, April 29, 1946. Amount of contract, \$692,500. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.96
Blacksmiths' helpers .....	.71
Brick and hollow tile layers	1.23
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.71
Carpenters and joiners	1.11
Cement finishers .....	.85
Cement and concrete mixer operators—steam, gas, or electric	1.00
Compressor operators—gas. or elec.	1.00
Drivers .....	.62
Driver, team and wagon	1.12
Drill runners .....	.72
Electricians—inside wiremen	1.21
Engineers operating, steam	1.04
Engineers on steel erection	1.05
Engineers, crane—steam, gas, elec.	1.20
Enginemn, stationary .....	.72
Hoist operators—tower—gas. or elec.	1.00
Labourers .....	.62
Motor truck drivers .....	.62
Motor truck drivers and truck.....	2.00
Ornamental iron workers .....	.96
Painters—spray	1.02
Painters and glaziers .....	.97
Plasterers	1.21
Plasterers' helpers (mixing and tempering material) .....	.76
Plumbers and steamfitters	1.21
Riggers—general .....	.76
Rodmen—reinforced steel .....	.71
Roofers, felt and gravel: patent: comp.....	.86
Roofers, sheet metal	1.18
Sheet metal workers	1.18
Shinglers—wood, asbestos	1.11
Steam shovel engineers	1.30
Steam shovel firemen .....	.77
Steam shovel oilers .....	.72
Shovel operators—gas.	1.30
Structural steel workers.....	1.07
Watchmen .....	.57
Welders and burners on steel erection.....	1.06

Repairs to Spare Parts building, Willow Park, Halifax, N.S. Name of contractor, Fundy Construction Company, Limited, Halifax, N.S. Date of contract, April 25, 1946. Amount of contract, \$15,241. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$ 1.15
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.60
Carpenters and joiners .....	.95

	Per Hour
Cement finishers	\$.75
Cement and concrete mixer operators—gas. or elec. ....	.70
Drivers .....	.50
Drivers, team and wagon .....	.85
Electricians (inside wiremen)	1.06
Labourers .....	.50
Lathers—metal .....	.70
Lathers—wood .....	.65
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Painters (spray) .....	.91
Painters and glaziers .....	.81
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.60
Riggers (general) .....	.60
Roofers, felt and gravel: patent: comp. ....	.60
Roofers, sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers (wood, asbestos) .....	.95
Watchmen .....	.45

Installation of compressed air line, H.M.C. Dockyard, Halifax, N.S. Name of contractor, Canadian Comstock Company, Limited, Halifax, N.S. Date of contract, May 21, 1946. Amount of contract, \$9,667. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$.95
Cement finishers .....	.75
Cement and concrete mixer operators—gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators, steam or gas.	1.10
Dragline firemen .....	.65
Dragline oilers .....	.60
Drivers .....	.50
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen)	1.06
Enginemen, stationary .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pipefitters (surface—temp. work) .....	.60
Pipelayers, caulkers and solderers .....	.60
Plumbers and steamfitters	1.02½
Sheet metal workers .....	.85
Watchmen .....	.45
Welders and burners—acetylene or electric .....	.85

Installation of sub-surface drainage system for Parade Grounds, Currie Barracks, Calgary, Alta. Name of contractor, Dutton Brothers and Company, Calgary, Alta. Date of contract, May 21, 1946. Amount of contract, \$8,098.40. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$1.03
Cement finishers	1.03
Cement and concrete mixer operators— Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators, steam or gas.	1.17½
Dragline firemen .....	.70
Dragline oilers .....	.70
Drivers .....	.60

	Per Hour
Driver, team and wagon	\$.90
Drill runners .....	.70
Enginemen, stationary .....	.70
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Pipefitters (surface—temp. work) .....	.76
Pipelayers, caulkers and solderers .....	.76
Plumbers and steamfitters	1.11
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.66
Road grader operators— Horsedrawn .....	.65
Including team .....	.95
Gas. ....	.85
Road roller operators (steam or gas.) .....	.95
Sheet metal workers .....	.96
Tractor operators—Letournau .....	.95
Tractor operators—Small .....	.80
Watchmen	Per week 25.00
Welders and burners—acetylene or electric	Per Hour .95

DEPARTMENT OF TRANSPORT

Construction of a radio staff dwelling, Cowley, Alta. Name of contractor, Mr. W. F. Harvey, Bellevue, Alta. Date of contract, March 30, 1946. Amount of contract, \$10,735.60. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$1.26
Mortar mixers .....	.71
Carpenters and joiners	1.01
Cement finishers	1.01
Cement and concrete mixer operators—steam	.80
Cement and concrete mixer operators—gas or electric .....	.70
Compressor operators (gas. or electric) .....	.70
Drivers (teamsters) .....	.60
Drill runners .....	.70
Electricians (inside wiremen)	1.06
Fireman, stationary .....	.70
Labourers .....	.55
Linoleum layers .....	.80
Motor truck drivers .....	.60
Painters (spray)	1.00
Painters and glaziers .....	.90
Pipefitters .....	.76
Pipelayers, caulkers and solderers .....	.76
Plumbers and steamfitters	1.11
Plumbers and steamfitters' helpers .....	.71
Road grader operators—gas—graderman .....	.85
Road grader operators—gas—motor patrol .....	.95
Road roller operators—steam or gas .....	.95
Shinglers, wood, asbestos	1.01
Sheet metal workers .....	.96
Steam shovel engineers	1.17½
Steam shovel cranemen	1.17½
Steam shovel oilers .....	.70
Shovel operators (gas)	1.17½
Watchmen	Per week 25.00
Waxers and polishers	Per Hour .61

Construction of a bridge, Snag airport, Snag, Y.T. Name of contractors, British Yukon Navigation Company, Limited, Whitehorse, Y.T. Date of contract, April 9, 1946.

Amount of contract, \$32,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.85
Blacksmiths	1.20
Blacksmiths' helpers .....	.95
Carpenters and joiners	1.26
Compressor operators	1.00
Dragline operators	1.30
Dragline firemen .....	.95
Dragline oilers .....	.95
Drivers (teamsters) .....	.85
Drill runners .....	.95
Engineers, operating, steam—	
Single or double drum	1.15
Three or more drums	1.35
Firemen, stationary .....	.95
Labourers .....	.85
Machinists	1.10
Machinists' helpers .....	.95
Motor truck drivers (under 5 tons).....	.95
Motor truck drivers (5 tons and over).....	1.00
Pile driver and derrick engineers.....	1.35
Pile driver and derrick foreman.....	1.40
Pile driver and derrick men.....	1.15
Pile driver and derrick firemen.....	.90
Pile driver and derrick labourers.....	.75
Powdermen	1.00
Riggers—general	1.00
Road grader operators—motor patrol.....	1.20
Road roller operators—gas.	1.16
Steam shovel engineers	1.35
Steam shovel firemen .....	.95
Steam shovel oilers .....	.95
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber).....	1.00
Tractor operators—	
Small	1.00
Letourneau; etc.	1.20
Watchmen	37.60*

*Per week.

Installation of field lighting, Dartmouth, N.S. Name of contractors, Municipal Spraying and Contracting Limited, Halifax, N.S. Date of contract, May 2, 1946. Amount of

contract, \$10,629. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners.....	\$.95
Cement finishers .....	.75
Cement and concrete mixer operators: steam, gas, or elec. ....	.70
Drivers .....	.50
Driver, horse and cart .....	.65
Driver, team and wagon .....	.85
Engineers, operating, steam .....	.90
Firemen, stationary .....	.60
Labourers .....	.50
Motor truck drivers.....	.55
Motor truck driver and truck.....	1.55
Powderman .....	.65
Steam shovel engineers	1.10
Steam shovel fireman .....	.60
Steam shovel oilers .....	.60
Tractor operators—	
Letourneau, etc. ....	.85
Small .....	.70
Compressor operators—gas. or elec. ....	.70
Watchman .....	.45

The following contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

DEPARTMENT OF FISHERIES

Overhauling of Fisheries Patrol Vessel *Nitinat*. Name of contractor, Victoria Machinery Depot Company, Limited, Victoria, B.C. Date of contract, May 31, 1945. Amount of contract, \$6,530.

DEPARTMENT OF RECONSTRUCTION AND SUPPLY

Construction of outside cable distributing camp and the installation of telephone equipment, Valcartier Camp, P.Q. Name of contractors, The Bell Telephone Company of Canada, Quebec, P.Q. Date of contract, May 28, 1946. Amount of contract, \$13,750.

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the provinces for vocational schools.

Cumulative Enrolment

From its inception up to May 31, 1946, the gross enrolment in all types of projects has been 506,420 made up as follows:

Discharged Members of the Forces ..	70,374
Industrial Supervisors and Foremen Training	120,709

There have been no further classes for War Industry or Service Tradesmen since the previous report—therefore, the balance of 315,337 comes under those projects.

Training of Discharged Members of the Forces

The number of new trainees enrolled during the month in all categories of training (5,499 men and 508 women) was substantially less than corresponding number enrolled during month of April.

The total number under training at the end of May was 38,333—(35,546 men and 2,787 women) with a breakdown as listed below:—

	Men	Women
Training in C.V.T. Schools ...	12,222	979
Training in Private Schools ..	3,531	1,343
Training in Industry	9,212	148
Training in Pre-Matriculation ..	9,785	314
Training in Correspondence ..	796	3

During the month a substantial number of new classes and courses were opened in various regions. These classes were not only to increase capacities but also to initiate new types of training as requested by the veterans. As formerly reported, the item of necessary equipment for adequate and thorough training still presents a problem. It is felt, however, that recent regional surveys on capacities and equipment will suggest some solution in re-

distribution which may relieve the situation to a degree.

Recent regional surveys made on facilities in types of training indicate that training is now available for approximately 127 different occupations in 70 C.V.T. Schools. In addition to these centres, use is made of over 40 provincial and municipal schools. However, in spite of every effort being made to meet anticipated training demands as estimated, there has been an accumulated backlog of approximately 5,500 as reported on month ending May, 1946. Of this total, Motor Mechanics, Barbering and Hairdressing, Horology and Jewellery Repairing, made up a total of over 1,300 alone.

Active co-operation with National Employment Service has been maintained in connection with training veterans on the job in industry. The total industry at the end of May was 9,360 (Men 9,212—Women 148). This figure represents a gain of approximately 1,000 over those in training at end of April.

Indications are that there is a general "flattening out" of the peak in the demand of veterans for training. Seasonal employment probably an important factor at this time.

Training Apprentices

There has been an increase of 575 over April report in the number of veterans enrolled in Industry in the Building and Construction trades, as indicated by the total of 2,947. However, the veterans registered for training in the Building and Construction trades in C.V.T. Schools shows a total of 3,814 or a decrease of 372 over the April report. An earlier submission by National Joint Conference Board of Building and Construction Industry, shows a lack of balance between enrolments and anticipated requirements. There still is in general a shortage of veterans enrolling as plasterers, painters, carpenters and an excess enrolment for electricians, plumbers, sheet metal workers. Moreover, the backlog of over 1,000 of those waiting training in these designated trades does not change the picture to any degree.

Training of Ex-Service Women

There were at the month ending May 1946, approximately 6,200 women still in the Services. This figure indicates that approximately 39,108 of the service girls are now veterans. There have been 4,741 of these enrolled under the C.V.T. program since April 1, 1945, to

TABLE 1.—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1946 TO MAY 31, 1946

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/46 to May 31/46	Enrolled in May	At End of May	From April 1/46 to May 31/46	From April 1/46 to May 31/46
Dominion Summary					
Men.....	10,455	1,663	9,212	609	634
Women.....	176	33	148	7	21
Total.....	10,631	1,696	9,360	616	655
Prince Edward Island					
Men.....	90	13	65	18	7
Women.....					
Total.....	90	13	65	18	7
Nova Scotia					
Men.....	300	61	272	11	17
Women.....	4		3	1	
Total.....	304	61	275	12	17
New Brunswick					
Men.....	217	76	196	7	14
Women.....	4		4		
Total.....	221	76	200	7	14
Quebec					
Men.....	1,600	282	1,345	45	210
Women.....	23	8	18		5
Total.....	1,623	290	1,363	45	215
Ontario					
Men.....	4,822	629	4,434	190	198
Women.....	85	16	73	2	10
Total.....	4,907	645	4,507	192	208
Manitoba					
Men.....	1,134	259	991	77	66
Women.....	10	3	10		
Total.....	1,144	262	1,001	77	66
Saskatchewan					
Men.....	462	77	380	71	11
Women.....	5		3	1	1
Total.....	467	77	383	72	12
Alberta					
Men.....	880	163	754	62	64
Women.....	29	4	25		4
Total.....	909	167	779	62	68
British Columbia					
Men.....	950	103	775	128	47
Women.....	16	2	12	3	1
Total.....	966	105	787	131	48

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1946 TO MAY 31, 1946

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/46 to May 31/46	Enrolled in May	At End of May	From April 1/46 to May 31/46	From April 1/46 to May 31/46
Dominion Summary					
Correspondence {Men.....	831	79	796	11	24
Women.....	3		3		
Pre-Matriculation {Men.....	12,822	1,736	9,785	2,237	800
Women.....	384	75	314	35	35
Total.....	14,040	1,890	10,898	2,283	859
Prince Edward Island					
Correspondence {Men.....	6	2	6		
Women.....					
Pre-Matriculation {Men.....	98	3	55	36	4
Women.....	1		1		
Total.....	105	5	65	36	4
Nova Scotia					
Correspondence {Men.....	14	4	14		
Women.....					
Pre-Matriculation {Men.....	261	100	227	22	12
Women.....	12	7	11		1
Total.....	287	111	252	22	13
New Brunswick					
Correspondence {Men.....	7	3	7		
Women.....	1		1		
Pre-Matriculation {Men.....	352	64	271	59	22
Women.....	6		5	1	
Total.....	366	67	284	60	22
Quebec					
Correspondence {Men.....	83	12	80		3
Women.....	1		1		
Pre-Matriculation {Men.....	1,307	245	923	338	46
Women.....	3		3		
Total.....	1,394	257	1,007	338	49
Ontario					
Correspondence {Men.....	475	39	449	9	17
Women.....					
Pre-Matriculation {Men.....	5,850	725	4,659	808	383
Women.....	133	21	108	14	11
Total.....	6,458	785	5,216	831	411
Manitoba					
Correspondence {Men.....	51	4	51		
Women.....					
Pre-Matriculation {Men.....	1,108	119	734	313	61
Women.....	79	13	60	10	9
Total.....	1,238	136	845	323	70
Saskatchewan					
Correspondence {Men.....	70	9	67		3
Women.....					
Pre-Matriculation {Men.....	1,291	197	958	225	108
Women.....	77	17	65	7	5
Total.....	1,438	223	1,090	232	116
Alberta					
Correspondence {Men.....	82	3	79	2	1
Women.....	1		1		
Pre-Matriculation {Men.....	1,552	177	1,183	236	133
Women.....	36	7	26	3	7
Total.....	1,671	187	1,289	241	141
British Columbia					
Correspondence {Men.....	43	3	43		
Women.....					
Pre-Matriculation {Men.....	1,003	106	772	200	31
Women.....	37	10	35		2
Total.....	1,083	119	850	200	33

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1946 TO MAY 31, 1946

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/46 to May 31/46	Enrolled in May	At End of May	From April 1/46 to May 31/46	From April 1/46 to May 31/46	From April 1/46 to May 31/46
<i>Dominion Summary</i>						
Men.....	21,225	2,021	15,753	2,700	522	2,275
Women.....	2,718	400	2,322	185	26	196
Total.....	23,943	2,421	18,075	2,885	548	2,471
<i>Prince Edward Island</i>						
Men.....	73	5	52	11		10
Women.....	9	1	7	1	1	
Total.....	82	6	59	12	1	10
<i>Nova Scotia</i>						
Men.....	921	158	718	147	1	55
Women.....	84	1	77			7
Total.....	1,005	159	795	147	1	62
<i>New Brunswick</i>						
Men.....	986	103	782	39	47	118
Women.....	89	22	83	1	2	3
Total.....	1,075	125	865	40	49	121
<i>Quebec</i>						
Men.....	4,224	345	3,398	236	18	572
Women.....	421	49	355	39	1	26
Total.....	4,645	394	3,753	275	19	598
<i>Ontario</i>						
Men.....	8,981	713	7,070	1,063	252	596
Women.....	944	140	814	50	14	66
Total.....	9,925	853	7,884	1,113	266	662
<i>Manitoba</i>						
Men.....	1,963	172	1,147	443	99	274
Women.....	282	46	228	21	3	30
Total.....	2,245	218	1,375	464	102	304
<i>Saskatchewan</i>						
Men.....	1,084	161	635	311	5	127
Women.....	200	25	166	21		19
Total.....	1,284	186	801	332	5	146
<i>Alberta</i>						
Men.....	1,558	140	878	214	62	404
Women.....	277	40	231	13	4	29
Total.....	1,835	180	1,109	227	66	433
<i>British Columbia</i>						
Men.....	1,435	224	1,073	236	38	118
Women.....	412	76	361	39	1	17
Total.....	1,847	300	1,434	275	39	135

May 31, 1946, of which 508 were enrolled during the month of May 1946.

Out of this number, 1,035 women have graduated and have been placed in employment. Another 919 have discontinued training for a multiplicity of reasons, personal and circumstantial. This leaves 2,787 women under the C.V.T. program on the 31st May, 1946. It is noted that approximately 11 per cent of the discharged service women have received training up to April 1946. However, on a comparative basis approximately 1,200 women were discharged during the past month and 531 were enrolled under C.V.T. The percentage, therefore, for month ending May is raised to approximately 44.

Commercial training continues to answer the demand of about 46 per cent of our women veterans. Hairdressing and dressmaking rating as 2nd and 3rd.

It is interesting to note that courses in Practical Nursing are being so well received. There were 76 under training at the end of May 1946. All provinces have set up or are

setting up training approved by the Provincial Registered Nurses' Association with the exception of Saskatchewan and Quebec. There has not been an employment problem to date for the graduates of these classes. However, it is anticipated that before long the Department of Veterans Affairs will declare a policy re employment of trained Practical Nurses in their hospitals.

Home Service Training Centres are the scenes of some of the most enthusiastic classes. The only criticism is the small enrolments. It is hoped that when the Provincial Agreements are signed to allow for the training of civilian women that these classes may be filled to the capacity. Up to date the only classes given in these Centres are for brides or potential brides. Home Service Training Centres are at Calgary, Saskatoon, Toronto, Quebec and Moncton.

The C.V.T. Dressmaking and Designing Classes had an enrolment at the end of the month of 360. New classes are being opened to meet the demand for this type of training.

Youth Guidance and Placement Council

A Council for Youth Guidance and Placement in Ottawa, the first of its kind in Canada, was formally launched at a meeting held at Ottawa University on Monday, January 14, 1946, following preliminary organization work done by the Special Placements Division of the Unemployment Insurance Commission.

The Council was designed and brought into being for the purpose of co-ordinating the activities of educational authorities, organizations dealing with young people, and the Local Office of the National Employment Service in the matter of occupational guidance and placement in employment. It is anticipated that the pooling of information available through the schools, the clubs, and the Employment Service will make possible a better job of guidance and placement than where these various interested groups work independently of each other.

Mr. B. G. Sullivan, Ontario Regional Superintendent of the National Employment Service, and Mr. Howard Beattie, Director of Guidance for the Province of Ontario, attended the inaugural meeting and in brief speeches heartily endorsed the program of activity outlined by the Council.

The President elected at the meeting, Mr. Charles Hulse, Chairman of the Ottawa Public School Board, was installed by Mr. H. C. Hudson, who had acted as interim chairman. Mr. Hulse, in turn, recorded the election of other officers as follows:

Honorary President, Mr. Louis J. Trottier, Chief Commissioner of the Unemployment In-

surance Commission; First Vice-President, Rev. Father Shevenell, Head of Institute of Psychology, University of Ottawa; Second Vice-President, Miss Thelma D. Williams, Ottawa Welfare Bureau; Secretary, Major A. E. Wood, Youth and Vocational Guidance, National Employment Service; Treasurer, Mr. Arnold Fraser, Y.M.C.A.

Councillors elected were:

Mr. J. Enns, Ottawa Technical School; Mr. A. Haltrecht, Jewish Young People's League; Mr. R. Lachaine, Chairman, Management Committee, Ottawa Separate Schools; Mr. Frank Patton, Chairman, Ottawa Collegiate Institute Board; Mr. F. D. Whitworth, Dominion Bureau of Statistics; Miss Olive Zeron, Y.W.C.A.

The extent of the local interest is clearly indicated by the fact that the following organizations have become charter members in the Council:

Ashbury College; Elmwood School for Girls; Jewish Young People's League; Nepean High School Board; Ottawa Boys' Club; Ottawa Boy Scouts Association; Ottawa High School Board; Ottawa High School of Commerce Board; Ottawa Local Office of the National Employment Service; Ottawa Normal School; Ottawa Public School Board; Ottawa Separate School Board; Ottawa Welfare Bureau; St. Patrick's College; St. Jean Baptiste Society; University of Ottawa; University of Ottawa Normal School; Young Men's Christian Association; Young Women's Christian Association.

Proposed Amendments to Unemployment Insurance Act

Senate Legislation Withdrawn—Minister of Labour Explains in House of Commons Purposes of Suggested Changes

BILL L5 entitled, "An Act to Amend the Unemployment Insurance Act, 1940" was introduced in the Senate of Canada on May 16, 1946. It was read a second time and debated on May 23. The debate was continued on May 27 when it was referred to the Standing Committee on Immigration and Labour.

As the Bill involved expenditures of money, it was subsequently withdrawn from the Senate and introduced in the House of Commons as Bill No. 243 on July 3, 1946, by Hon. Humphrey Mitchell, Minister of Labour.

Outline of Proposed Amendments

Many of the clauses in this amending Bill are matters of clarification, re-arrangement, and changes in sections dealing with legal proceedings and coverage, which administrative experience has shown to be desirable.

The more substantive clauses include a widening of the interpretation of dependent; an increase of subsidiary earnings permitted from \$1.00 to \$1.50 per day; the calculation of the daily rate of benefit to the nearest five cents; requiring the Advisory Committee to report in respect of the same period as the Commission; making the Employment Service more directly responsible to the Minister; requiring employers to notify the engaging of employees and persons seeking employment to notify the Employment Service; and the transfer of sections of the Veterans Rehabilitation Act dealing with unemployment insurance to this Act.

Characteristics of Unemployment Insurance

In speaking to the resolution introducing the measure, Mr. Mitchell traced in some detail the progress of the Unemployment Insurance Act from its inception on July 1, 1941, to the present time. He declared that "the Canadian unemployment insurance scheme is based on sound insurance principles, many of which are common to both commercial and social insurance".

The first of these principles, the Minister stated, was "that there must be a reasonable interest in a contingency". In the case of an insured worker the contingency is his "contract of service" which "may fail in its

completion by a lay-off, by termination in accordance with its terms, or by mutual agreement."

The second principle is, he said, "that the indemnity, or benefit arising out of the contingency must be related to, but must not exceed, the loss or value of the insurable interest". The benefit may be related to part of the loss, Mr. Mitchell stated, "as in some forms of automobile insurance, or a cash benefit related to but less than earnings, as in unemployment insurance".

The third principle cited by the Minister, "is that due weight must be given to what might be called the moral hazard". In commercial insurance this is provided for by the selection of risks, but in the wider scope of unemployment insurance, proper safeguards are required in the public interest.

"The effect of any social legislation is dependent on the extent of the classes of persons covered", Mr. Mitchell said. From the beginning in July, 1941 "there was insured under the Unemployment Insurance Act almost all employment in industry, apart from the basic industries of agriculture, fishing, lumbering and logging, transportation by water and air as well as those excluded by reason of the wage ceiling of \$2,000". "The policy of the government," he asserted, "was to widen the scope of the Act as rapidly as possible."

Early Changes in Regulations

Administrative experience soon warranted certain changes in the regulations. The Minister pointed out that in 1942, the ceiling had been raised in cases of insured workers whose income went beyond \$2,000 as a result of extra wartime earnings. Then too, provision had been made for placing veterans of the war as nearly as possible in the same position that they would have had under the Act, if they had not served in the Armed Forces.

Specific mention was made to the legislative amendments passed in July, 1943. These raised the ceiling from \$2,000 to \$2,400 and the earnings ceiling was removed entirely for persons paid by the hour, day, week, or on a piece-rate. They also provided for the coverage of public utility employees.

Workers in "Safe Employments"

Mr. Mitchell referred to the question of permanency of employment in its relation to coverage under the Act and pointed out that "it is only by spreading the risk that a sound scheme is possible". "It should be recognized", he continued, "that even in employments regarded as most stable, unemployment is not unknown". He instanced the experience of Britain in the 1920's. At that time British workers in the so-called *safe* industries were permitted to withdraw from under the unemployment insurance regulations. The results were unfortunate, both for such workers and for the solvency of the British insurance fund.

"Included in the 1943 amendments", the Minister said, "was one giving the Governor in Council authority to extend coverage to excepted employments on joint recommendation of the Commission and the Unemployment Insurance Advisory Committee". This provision was applied in 1945 when employment in transportation by air, and in professional nursing (other than employment as a private duty nurse, or as a probationer) became insurable. Portions of the lumbering and logging industry have also been included. Employment in transportation by water presented some difficulties, notably in the coverage of deep sea vessels. Reciprocal arrangement with Great Britain and the United States will have to be completed in these cases. "There is now included in the Bill an amendment which will make insurable employment in transportation by water—both inland and deep sea", Mr. Mitchell said.

He explained in considerable detail the procedure used in establishing a claim for benefit, including the regulations and conditions with respect to "suitable employment". Concerning the latter feature the Minister stated:

"Suitable Employment"

"The Act also states clearly that employment is not to be regarded as suitable if it is employment in the claimant's usual occupation where the wages are lower or the conditions less favourable than those observed by agreement between employer and employee. Neither is employment suitable in another occupation where the wages are lower or the conditions less favourable than those he obtained in his usual occupation."

"On the other hand, it is likewise specifically provided that after a lapse of a reasonable interval from the commencement of unemployment, employment in another occupation is not to be considered *unsuitable* (in other words it is *suitable*) if the wages offered are

not lower and the conditions not less favourable than those obtaining in *that* occupation.

"It is not possible to consider whether a particular offer of employment is suitable in relation to an individual claimant at that time; what is not suitable to-day may well be suitable a month from to-day.

"The most careful consideration has been given to the guidance afforded insurance officers in adjudicating cases of refusal of employment which is apparently suitable, and reference has been made to both British and American experience in handling this problem.

"Some of the factors considered by insurance officers are the difference in the rate of wages between the usual occupation and the work offered; whether there would be any sacrifice of skills in accepting the job offered; the length of unemployment; whether there is any prospect of the claimant finding work with his former employer within a reasonable time, or whether there is any possibility of his finding work in what is his usual occupation.

"After an accident, for instance, a man may not be able to return to his former work, and he must consider a change in occupation immediately. Or a man who has reached retirement age for a given occupation cannot hold out for employment of that kind. Similarly, there are certain skills which were required during the war which have little or no place in a peace-time economy. Then there are always circumstances peculiar to an individual claimant—his family responsibilities, adaptability, age and so on, which affect his suitability for a job.

"Let me emphasize" Mr. Mitchell said, "that in no country has it been found practicable to legislate on what is suitable employment, because it is one thing one day for one claimant, and something else a month or two hence. It should always be remembered that if a claimant is not satisfied with an insurance officer's decision, he has a right of appeal to a Court of Referees, composed of representatives of employers and employees, and an independent chairman. In certain circumstances there is a right of appeal to the Umpire. Gradually there is being built up from decisions of the Umpire a most important and helpful guide to the interpretation of various provisions of the Act, which is of great assistance in striving for uniformity of action among those adjudicating claims".

Later on in the debate in the House of Commons the Minister made a further statement with respect to "suitable employment", as follows:—

In view of the provisions of the act and the conditions resulting from the war the commission has taken the view that a reasonable inter-

pretation can be made along the following lines:

1. Where claimants have had technical training and experience in a skilled occupation they should be allowed a considerable period to find work in their own occupation before being required to make a complete change in their occupation and sacrifice their training and experience. The extent of the change of occupation involved would have a bearing on the interval allowed. For certain specified groups of skilled workers, the commission has instructed its offices to allow a period of three months before a change of occupation is insisted upon, provided that employment in the claimant's usual occupation has a place in a peace-time economy and that he is not barred from the occupation by reasons of age, physical deterioration, et cetera.

2. Occupations which have many of the same characteristics may be segregated into groups. If employment is not available in the claimant's usual occupation he may be offered employment in another occupation in the group in which his usual occupation falls. Because of the similarity of the occupations in this grouping a comparatively short period of unemployment is a reasonable interval.

3. The extent of the contrast between wages and conditions of work in the usual occupation and the other occupation has a bearing on the period allowed before a change of occupation was insisted upon. The commission does not require claimants immediately to accept very much lower rates of wages. However, following the war period the employment available for some of them may use only pre-war skills and may be at lower rates of wages than those to which they have become accustomed during the war. The period allowed for a change of occupation which includes a lower rate is therefore made progressive. For instance, employment in another occupation at a wage rate of 5 cents an hour lower is considered suitable for some claimants after three weeks of unemployment, while an occupation paying a wage rate of 10 cents an hour lower would be considered suitable only after four weeks of unemployment.

4. Other factors taken into account by the commission are the number of years the claimant has been employed in his usual occupation, provided it is a skilled occupation; distance of work offered from the claimant's home; prospects of work in his own occupation, either in his own district or in another district; domestic responsibilities of that claimant and adaptability of the claimant, particularly where employment is in another part of the country.

5. Workers discharged from purely war work in plants, for example, shell-filling plants, where there are few if any similar skills required in peace-time industry, may be offered employment in another occupation with practically no interval allowed.

6. Persons who have been transferred from one part of the country to another to engage in war industry and who choose to return to the areas in which they formerly resided, may reasonably be expected to accept any work available in those areas without any interval.

7. Workers trained in specific war jobs with previous experience in some other occupation should be allowed only a short interval before being required to accept employment in an occupation in which they have had some experience.

Amendments Proposed in Bill

With regard to the amendments in the present Bill, the Minister drew attention to the fact that "nearly two-thirds relate to changes in references made necessary by a re-arrangement of some of the sections and by minor clarifications of old sections which experience has shown as desirable".

Of the other changes he drew attention particularly to the following:

"Clause 3 of the Bill permits coverage of persons whose status as employees has given rise to some argument; for example, men paid on a commission basis may be either employees or independent contractors. On the other hand, Clause 36 excepts from coverage a person who is virtually an employer; for example, a man who owns more than half the registered stock of a corporation.

"Clause 6 of the Bill permits repeal of section 23(2) of the Act if the present proposal in the Bankruptcy Bill on priority of claims is approved.

"Clause 7 is a major re-arrangement of the present section in order to set out in a more straightforward manner the conditions on which benefit will be paid.

"It also increases the earnings permitted from subsidiary employment from \$1.00 to \$1.50 a day; widens the group of dependents in respect of whom the increased benefit rate may be paid; authorizes benefits to be calculated to the nearest five cents, and also permits small errors to be cleared from the books of the Fund. Clause 7 takes up about one-third of the Bill.

"Clauses 10 and 11, together with part of Clause 7, clarify the question of appeals to the Umpire.

"Part of Clause 14 assures that benefits obtained by false pretences will not be retained by the claimant.

"Clause 16 extends the time in which proceedings for an offence may be commenced from three months to twelve months of evidence of the offence coming to the knowledge of the Commission.

"Part of Clause 18 permits benefit to be paid where contributions were not paid due to an erroneous decision of an officer of the Commission.

"Clause 20 grants authority to pay expenses which may be incurred if it becomes necessary to pledge securities held in connection with the Fund.

"Clause 21 makes the date of the report of the Advisory Committee the same date as that of the Commission.

"Clause 22 permits gradual extension of coverage to lumbering and logging.

"Clause 23 makes the National Employment Service responsible to the Minister and permits it to carry out additional duties not within its formal functions.

"Clause 24 transfers to the Act sections of the Veterans Rehabilitation Act dealing with unemployment insurance, with some enlargement relating to veterans of allied nations and certain merchant seamen. In this connection Clause 32 repeals the relative sections of the Veterans Rehabilitation Act.

"Part of Clause 25 continues the requirements that employers report engagement of employees and that persons seeking employment notify the Employment Service.

"Clauses 33 and 34 extend coverage to Merchant Seamen".

Responsibility for Employment Service

Explaining in more detail the principle of ministerial responsibility in respect of the employment service, Mr. Mitchell said:

"The efficient administration of the Unemployment Insurance Act requires an effective employment service. The problems of war made it abundantly clear that a national employment service has other important functions to fulfil. The complexity of post-war conditions, the conviction that employment must be provided for all who want to work show that the employment service has still to play a much larger part in our national economic life than that connected with unemployment insurance.

"The National Employment Service should and must become a keystone in the carrying out of plans of the Department of Veterans Affairs, the Department of Reconstruction, the Department of Transport, the Department of

Agriculture and the Departments of National Defence in their various activities for reconversion and re-establishment.

"There must be the closest possible working arrangement between Departments at the ministerial level, and the Minister of Labour must have detailed knowledge and control over the employment service* so that he can give his colleagues the co-operation necessary to carry the reconversion plans to a successful conclusion.

"Then there are cases where special financial or other curative measures are necessary. Such cases include employment problems of youth, of older persons who are not pensionable, of persons not covered by unemployment insurance, as well as problems associated with apprenticeship, and encouragement of movements of manpower to agriculture (one of the most important responsibilities we face at this time), basic industries or domestic service. More efficient Dominion-Provincial arrangements to deal with these matters would be possible where the Minister could issue direct instructions to the Employment Service".

Experience of Other Countries

With respect to the employment services in other countries Mr. Mitchell said: "In the administration of the employment service and unemployment insurance, Great Britain has divided authority at the top level between a Ministry of Labour in charge of employment, and a Ministry of National Insurance in charge of unemployment insurance and other social security benefits. The

*Section 23 of the Amending Bill repeals Section 88 of the Act and the following is substituted therefor:

"88. (1) The Commission shall organize and maintain an employment service for Canada and in respect of the administration of that service shall be responsible to the Minister.

(2) It shall be the duty of the Commission in organizing and maintaining such employment service, to collect information concerning employment for workers and workers seeking employment and, to the extent the Commission considers it necessary, to make such information available at the employment offices, with a view to assisting workers to obtain employment for which they are fitted and assisting employers to obtain workers most suitable to their needs.

(3) The employment service shall in relation to unemployment insurance, perform such duties under this Act as may be prescribed by the Commission, and undertake such other services in the interests of workers and employers as the Commission in the exercise of its powers may prescribe.

(4) The Commission shall assume and carry out such other duties and responsibilities as the Governor in Council, on the recommendation of the Minister, may require from time to time and, in respect of such other duties and responsibilities, shall be responsible to the Minister."

long experience of Great Britain in matters of this kind makes worthy of note her action in determining this to be the most desirable line of action between Parliament and the administrators concerned.

"In the United States, the Department of Labour and the Social Security Board have each had a hand in administration of the Federal Employment Service, which in turn are separated from the State unemployment compensation authorities. At present, there is a move on foot to vest complete control of the employment service in the Department of Labour.

"In New Zealand, the employment service will come under a newly created Ministry of Employment. Their Social Security Department, which will be responsible for unemployment compensation policy at top levels, will have no authority over the employment service. Australia is to follow New Zealand's lead with a Commonwealth Employment Service directly responsible to the Minister of Labour and National Services, and free to act independently of the Department of Social Services.

"Thus the plan proposed for Canada follows the trend that experience in other parts of the world has found desirable in that it seeks to make the employment service directly responsible to the Minister of Labour,

rather than to have the chain of authority directed through the Unemployment Insurance Commission."

"It should be noted" the Minister stated, "that sixty per cent of the money voted by Parliament for the activities carried out by the staff of the Commission is spent for work not covered by the Act.

"If this sixty per cent is a responsibility of the Minister, it is submitted that it is the duty of the Minister to exercise supervision of the employment service, because it is through that service and by its staff that money voted is spent.

"Unemployment insurance and the employment offices are a part of the general social security program. They are primarily concerned with one of the most important fields of national welfare, the provision of insurance payments during periods of unemployment and the movement through the employment offices of persons in search of gainful employment.

"It has facilities to deal with veterans and to meet the problems of persons requiring vocational guidance, or special attention due to physical handicap. It is already taking its proper place in the minds of both workers and employers—a place which they see is necessary in any plan to maintain a high and stable level of employment."

*Activities of Unemployment Insurance Commission**

Analysis of Claims and Benefit for May—Insurance Registrations— The Fund—Decisions of Umpire

THE number of claims for Unemployment Insurance benefit recorded in local offices across Canada was at about the same level during May as during April. In May 34,777 claims were filed compared with 35,781 in April and 8,825 in May, 1945. Significant increases in the number of claims filed during May as against April were recorded in Ontario (plus 2,293) and British Columbia (plus 1,247). Significant decreases were recorded in New Brunswick (-507), Quebec (-3,168), Saskatchewan (-316) and Alberta (-554).

Although the number of cases of unemployment resulting in claims showed no marked change in May over April, a decline of 25,140 in the number of live claims at May 31, compared with April 30, indicates that the decline in recorded unemployment among insured persons on any given date that began in March, 1946, is continuing. Live claims at May 31 numbered 98,810 (74,130 males and 24,680 females) compared with 123,950 (94,979 males and 28,971 females) at April 30, and 16,645 (10,044 males and 6,601 females) at May 31, 1945. Thus the decline in recorded unemployment of insured persons at May 31, was proportionally greater for males than for females.

Claims adjudicated during May totalled 32,244 of which 23,285 were considered entitled to benefit and 8,959 not entitled to benefit. The chief reasons for non-entitlement were: "insufficient contributions while in insurable employment" (4,615 cases), "voluntarily left employment without just cause" (2,580 cases) and "discharged for misconduct" (416 cases).

During May a total of 127,866 persons received benefit payments amounting to \$5,221,870 for 2,719,294 compensated unemployed days compared with 153,168 persons who were paid \$7,011,579 for 3,446,271 days during April and 21,294 persons paid \$672,869 for 349,996 days in May, 1945.

The average duration of the unemployment compensated was, then, 21.3 days in May,

21.8 days in April and 16.4 days during May last year. The average amount of benefit paid per beneficiary was \$40.84 in May, \$44.33 in April and \$31.60 in May, 1945. The average amount of benefit paid per compensated unemployed day was \$1.92 in May, \$2.03 in April and \$1.92 in May, 1945.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at May 31, 1946, 2,355,166 employees were issued with insurance books and had made contributions to the fund at one time or another, since April 1, 1946 and 161,583 employers were registered as having insurable employees. Registrations by regions, as at May 31, 1946, are shown in Table 1.

Unemployment Insurance Fund

Total Employer—Employee contributions during May amounting to \$5,577,503.78 showed an increase of 6.9 per cent over the corresponding figure of \$5,218,820.38 in the same month last year.

Benefit payments in May this year amounted to \$5,218,914.32. This was 7.8 times the benefit payments in May last year when the amount paid was \$671,326.41.

Total revenue during May this year was \$7,258,574.49. After payment of benefits the net increase to the Fund was \$2,039,660.17.

Tables No's 6 and 7 Omitted from this Issue

The Unemployment Insurance Commission is reorganizing to some extent its system of collecting and collating certain of its statistical data. One result of this involves some modification in the form of Tables 6 and 7; "Active Claimants for Benefit by Occupations" and "Summary of Active Claimants by Sex and by Age Groups", respectively, which have been appearing monthly in the Unemployment Insurance section of the *Labour Gazette*. Data for these tables will, in future, be prepared by the Research and Statistics Branch of the Department of Labour. It is necessary, therefore, to omit Tables 6 and 7 in this number. They will appear in a somewhat modified form in forthcoming issues.

*Statistics (including tables) based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 1.—REGISTRATIONS AS AT MAY 31, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,513	160,960
Quebec.....	43,539	654,966
Ontario.....	59,762	970,069
Prairie.....	29,079	351,935
Pacific.....	16,690	217,236
Total for Canada.....	161,583	2,355,166

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO MAY 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	35,781
May.....	2,799	2,027	4,654	8,825	34,777
June.....	4,629	1,772	3,226	10,857	
July.....	2,668	1,087	3,106	10,886	
August.....	1,855	1,370	3,241	20,557	
September.....	1,118	1,013	3,715	40,473	
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	252,294

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, MAY, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	90	70	20	116	23	79
Nova Scotia.....	2,062	1,495	567	1,829	520	873
New Brunswick.....	1,332	1,120	212	1,266	455	501
Quebec.....	9,721	7,208	2,513	6,304	3,917	1,554
Ontario.....	11,789	7,280	4,509	8,638	2,358	4,033
Manitoba.....	2,138	1,553	585	1,534	540	656
Saskatchewan.....	715	537	178	533	164	103
Alberta.....	1,006	750	256	785	284	382
British Columbia.....	4,540	3,302	1,238	2,280	698	2,665
Total, Canada, May, 1946.....	33,393	23,315	10,078	23,285	8,959	10,846
Total, Canada, April, 1946.....	35,781	27,891	7,890	29,710	10,354	9,707
Total, Canada, May, 1945.....	8,072	6,487	1,585	6,148	1,865	2,475

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT
WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of May, 1945	Month of May, 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	731	4,615	10,355
Not capable of and not available for work.....	71	213	425
Loss of work due to a labour dispute.....	35	114	241
Refused offer of work and neglected opportunity to work.....	79	280	480
Discharged for misconduct.....	190	416	965
Voluntarily left employment without just cause.....	700	2,580	5,476
Other reasons ⁽¹⁾	59	741	1,371
Total.....	1,865	8,959	19,313

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF
BENEFIT PAID, MAY, 1946

Province	Number Receiving Benefit During Month	Number Commen- cing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	610	166	14,016	26,411
Nova Scotia.....	6,478	674	140,428	289,774
New Brunswick.....	2,990	1,089	69,724	140,971
Quebec.....	51,287	6,968	1,085,630	2,124,552
Ontario.....	37,249	7,009	844,936	1,481,600
Manitoba.....	7,760	1,558	138,094	270,310
Saskatchewan.....	2,933	622	49,804	94,999
Alberta.....	4,082	853	73,178	147,305
British Columbia.....	14,477	2,409	303,484	645,948
Total, Canada, May, 1946.....	127,866	21,348	2,719,294	5,221,870
Total, Canada, April, 1946.....	158,168	35,061	3,446,271	7,011,579
Total, Canada, May, 1945.....	21,294	6,057	349,996	672,869

TABLE 8.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1945

Year Ended Dec. 31	REVENUE							EXPENDITURE			Balance in Fund
	CONTRIBUTIONS (Gross less Refunds)							Total Revenue	Benefit Payments		
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities				
1941.....	\$ 14,948,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,804 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	Nil	\$ 28,410,056 33	
1942.....	29,899,803 09	13,005,439 53	12,100,612 35	1,231 80	55,097,086 77	11,019,417 38	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05	
1943.....	30,872,715 97	13,368,409 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30	
1944.....	32,902,037 68	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91	5,632,644 52	82,773,893 97	3,265,707 67	250,020,319 60	
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,265 63	80,478,728 48	14,561,475 71	315,937,572 37	
1946—											
January.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	6,931,379 28	4,492,081 25	318,376,870 40	
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	563,753 89	6,334,371 17	5,900,722 63	318,810,518 94	
March.....	3,785,715 55	907,190 08	1,629,162 25	51 73	6,322,119 61	1,264,423 91	769,891 16	8,356,434 68	9,926,293 28	317,240,660 34	
April.....	2,859,530 14	834,575 97	1,134,965 48	34 68	4,830,106 27	966,021 25	559,229 47	6,355,356 99	4,286,614 02	319,309,403 31	
May.....	3,230,303 57	963,538 39	1,383,548 34	113 48	5,577,503 78	1,115,500 76	565,569 95	7,258,574 49	5,218,914 32	321,349,063 48	
GRAND TOTAL.....	158,247,363 30	58,600,636 38	75,442,753 37	9,654 04	292,300,407 09	58,460,801 42	19,519,259 12	370,279,747 63	48,930,684 15	321,349,063 48	

The Column "Interest on Investments and Profit on Sale of Securities" represents—
(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.23%.
(b) Profit on sale of securities taken into account at the end of each year only.
The "Bulk" column includes Contributions for Armed Service \$2,319,245 59
The "Miscellaneous" column includes Penalties \$6,427 46
Miscellaneous..... 3,228 58

\$9,654 04

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU.-B. 54

(Oct. 3, 1945)

The claimant, a welder, was laid off work as a result of his expulsion from his union, with which his employer had a "closed shop" agreement. He received benefit for a month and was notified of a position as a welder with a manufacturing company at the union rate of pay. He refused to accept the employment offered as the prospective employer operated an "open shop" and refused to employ him as a union member (specifically of his particular union). He was disqualified and the Court of Referees confirmed the disqualification—HELD: Section 32 of the Unemployment Insurance Act provides that a claimant shall not be disqualified for refusal to accept employment if the acceptance of that employment would cause him to lose the right to continue to be a member of a union. But as no proof whatsoever was submitted by the claimant that he would lose the right to continue to be a member of his union if he accepted the employment offered he should be disqualified since, without good cause, he refused an offer of suitable employment.

The material facts of the case are as follows:

The claimant, a single man, aged 33 years, was last employed by a ship repairs company as a welder, at \$1.00 per hour. He was employed by that firm from November 17, 1944 to April 3, 1945, when he was laid off as a result of his expulsion from the Boilermakers' and Iron Shipbuilders' Union, Local No. 1, with which the employer has entered into a

collective labour agreement which includes a "closed shop" clause.

The claimant filed his claim for benefit on April 11, 1945. His claim was allowed and he received benefit for 33 days, i.e., until May 29, 1945. On June 5, the claimant was notified of a position as a welder with a manufacturing company, at a rate of remuneration of \$1.00 per hour for an eight-hour day, the work offered being at the union rate of pay, under favourable conditions in the claimant's usual occupation, but the employer operated an "open shop." The claimant was ready to accept the position offered but insisted upon being employed as a union welder and, upon refusal of the employer to employ him under such conditions, he did not accept the position offered.

On June 6, the claimant was notified of a similar position with a construction company, under the same conditions as the employment previously offered. The claimant refused this second offer of employment for the same reasons.

In both instances, the Insurance Officer was of the opinion that the employment offered in each case was suitable employment for the claimant and that he had not shown good cause for his failure in refusing to accept the situations offered, and disqualified him under the provisions of Section 43 (b) (i) for a period of six weeks, commencing on the day of each refusal.

From this decision the claimant appealed to the Court of Referees and he was granted an oral hearing.

The Court unanimously disallowed his appeal and confirmed the disqualifications imposed upon him.

The Chairman of the Court of Referees granted the claimant leave to appeal to the Umpire.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

In support of his appeal the claimant submitted to me a voluminous brief which was very well prepared but which contains a great deal of irrelevant information. The claimant has been involved in protracted legal proceedings against the Union in connection with the attempts of the Union to expel him as a member but I do not find that those proceedings, interesting though they may be, have any direct bearing on the question before me for decision. There is no doubt whatsoever that the employment offered to the claimant is suitable employment within the meaning of

the Act. Throughout his brief the claimant refers to suitable and similar employment but, of course, the term "similar" is one not taken from the Unemployment Insurance Act and I must confine my findings to the term "suitable employment", which is the term used throughout the Unemployment Insurance Act.

The essence of the appeal is the contention of the claimant that, if he were to accept the employment in either of the plants which operate as open shops, he would lose his right to continue to be a member of the Union and that Section 32 of the Act provides that a claimant shall not be disqualified for refusal to accept employment if the acceptance of that employment would cause him to lose the right to be a member of the Union.

Notwithstanding the volume of the material submitted to me for consideration on this appeal, I do not find any proof whatsoever that the claimant would lose the right to continue to be a member of the Union if he were to accept the employment offered in an open shop. I would expect that, if there were any such union rule, it would be found in the by-laws of the Union but I have examined the by-laws with great care and find no indication of any such rule.

The proceedings between the claimant and the Union, which I have already mentioned, concerned the effectiveness of the Union's expulsion of the claimant and the question whether the claimant is or is not a member of the Union. I do not think the ultimate disposition of that question affects my decision in any way. If the claimant is not a member of the Union, then Section 32 of the Act, already mentioned, has no bearing on the case. If he is a member of the Union, then, as already indicated, there is no proof that his membership would be affected by acceptance of employment in an open shop.

CU.-B. 56

(Oct. 15, 1945)

The claimant entered into a contract for painting and carpentering, but left his employment voluntarily. The Court of Referees disqualified him for the receipt of benefit on the ground that the employment carried on by the claimant was an excepted employment, and the word "employment" in Section 43 (c) of the Unemployment Insurance Act did not apply—HELD: The claimant should be disqualified as the risk insured against under the Act is the risk of involuntary unemployment and no distinction can be drawn between a man voluntarily leaving insured employment and voluntarily leaving uninsured employment, as in either case he has voluntarily caused his unemployment.

The material facts of the case are as follows:

The claimant, a single man, aged 36 years, was employed as a painter and carpenter from July 20, 1945 to August 6, 1945, at which time he voluntarily left that employment.

The claimant applied for benefit on August 13 and the Insurance Officer was of the opinion that the claimant left his employment voluntarily without just cause and disqualified him in accordance with paragraph (c) of Section 43 of the Act, for three weeks ending August 27, 1945.

From this decision the claimant appealed to the Court of Referees which allowed the claimant's appeal and removed the disqualification.

The Court's decision was that the employment carried on by the claimant, which he left voluntarily, is an excepted employment and that the provisions of Section 43 (c) of the Act insofar as it refers to the word "employment" do not apply to excepted employment.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for a period of three weeks from the date on which his decision is communicated to the claimant and gave as his reasons:

The relevant section of the Act reads as follows:

"43. An insured person shall be disqualified for receiving benefit—

(c) If he has been discharged from his employment by reason of his own misconduct or if he voluntarily leaves his employment without just cause;"

The principle underlying this particular provision of the Act and, as a matter of fact, of the Act as a whole, is that the risk insured against under the Act is the risk of involuntary unemployment. Adopting this principle, a person is disqualified for the maximum period specified under the Act if his unemployment is brought about by his own actions.

Following that principle, I cannot see how or why a distinction could be drawn between a man voluntarily leaving insured employment or voluntarily leaving uninsured employment. In either event, the fact is that he has voluntarily caused his own unemployment. I have no hesitation in saying that, where the term "employment" is used in Section 43 (c), it must be given its ordinary meaning and not limited to insurable employment. There is nothing in the section to suggest the limited interpretation arrived at by the Court of Referees.

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

Employment at the beginning of May, 1946.—The trend of employment continued generally upward at the beginning of May, although the expansion was on a smaller scale than that indicated at April 1. The increase took place among men, there being a further decline in the number of women in recorded employment, according to reports received by the Dominion Bureau of Statistics.

Monthly data were tabulated from 15,867 establishments which employed a working force of 1,728,535 persons, an increase of 3,262, or 0.2 per cent, as compared with April 1. Based on the 1926 average as 100, the May 1 index was 169.2 as compared with 168.9 at April 1, 1946 and 175.5 at May 1, 1945. The latest increase was less than normal in extent, with the result that there was a falling-off in the seasonally-adjusted index. This fell from 178.0 at April 1 to 175.7 at the date under review.

Claims for unemployment insurance benefit.—In May, 34,777 claims for benefit were filed in local employment offices of the Unemployment Insurance Commission, compared with 35,781 in April and 8,825 in May, 1945. During the last six working days of May, 1946, 98,810 persons signed the live unemployment register. There were 127,866 persons receiving benefit in May, 1946, as compared with 21,294 persons in May, 1945.

Employment situation at June 20, 1946, as reported by Employment Offices.—Unemployment, as measured by unplaced applicants registered at employment offices, continued to decline during June. The number of unplaced applicants totalled 185,855 at June 20, as compared with 211,744 four weeks earlier.

Labour demand, on the other hand, remained substantially unchanged during June, in contrast to the sharp upward trend evident during the past few months. The number of unfilled

vacancies (exclusive of agriculture) totalled 114,419 (male 65,857 and female 48,562) at June 20.

Man-hours and hourly earnings at May 1, 1946.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing was 43.0 during the week of May 1, as compared with 44.4 hours during the week preceding April 1. The average hourly earnings were 68.9 cents as compared with 68.4 cents at April 1.

Applications for Employment; Vacancies and Placements; May, 1946.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the four-week period May 3 to May 30, 1946, showed a gain in the average number of placements made daily when compared with the previous five weeks and a sharp decline with the four-week period May 4 to May 31, 1945. Under the first comparison except for minor losses in agriculture and public utilities operation, all industrial groups registered increases the most noteworthy being in services and construction. In comparison with the four weeks ending May 31, 1945, apart from a moderate gain in construction and minor increases in agriculture and mining all industrial divisions recorded losses, the most pronounced being in manufacturing, public utilities operation and forestry and logging. During the period under review there were 162,771 vacancies reported, 141,503 applications for employment and 73,398 placements effected in regular and casual employment.

Unemployment in trade unions at the close of the quarter ending March 31, 1946.—Returns from 2,463 local unions in Canada with a combined membership of 414,487 indicated an unemployment percentage of 1.9 at the end of the first quarter of 1946. At the end of December, 1945, 2,460 locals with a total of 410,089 members reported 3.0 per cent unemployed, while in March, 1945, 2,337 locals representing 421,779 members, registered 0.7 per cent unemployed.

Employment and Payrolls at the Beginning of May, 1946

THE trend of employment continued generally upward at the beginning of May, although the expansion was on a smaller scale than that indicated at April 1. The increase took place among men, there being a further slight falling-off in the total number of women in recorded employment. The Dominion Bureau of Statistics tabulated monthly data from 15,867 establishments which employed a working force of 1,728,535 persons. This number exceeded by 3,262 the staffs reported by the same firms at the beginning of April; the gain of 0.2 per cent was seasonal in character according to pre-war experience, but was substantially below the average at May 1 in the period since 1920. The movement at that date in each of the last three years had been decidedly retrogressive, so that the latest advance, though moderate, nevertheless tends to narrow the distance between the present curve of employment and those in the early spring of recently preceding years. Based on the 1926 average as 100, the latest index was 169.2, as compared with 168.9 at April 1, and 175.5 at May 1, 1945. The decline in the year amounted to 3.6 per cent; this reduction in the 12 months' comparison was the smallest shown in such a comparison in a period of many months.

As already stated, the latest increase was less-than-normal in extent, with the result that

there was a falling-off in the seasonally adjusted index. This fell from 178.9 at April 1 to 175.7 at the date under review.

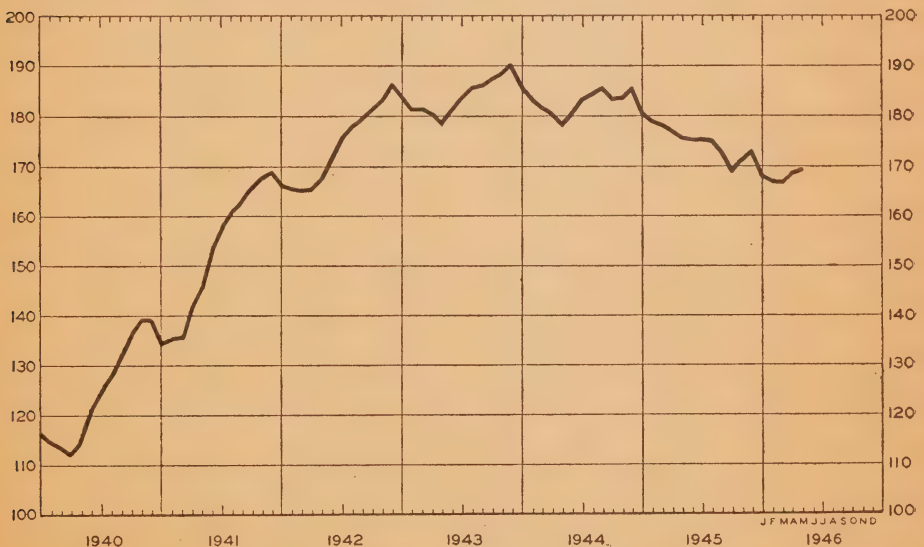
Employment in all provinces except Quebec and New Brunswick showed improvement. The trend in most cities was also favourable. Among the leading industries, manufacturing, mining, communications, transportation, construction, services and trade reported heightened activity, the gains in construction being substantial. On the other hand, there were important seasonal losses in logging. Within the manufacturing industries, employment moderately advanced; there were considerable additions to the forces in iron and steel, lumber and other industries, but these were largely offset by seasonal declines in textile and tobacco factories.

Payrolls

The aggregate weekly salaries and wages reported at the beginning of May were lower than at April 1, in spite of the small increase in employment. The decline, amounting to 1.1 per cent, was mainly a result of time lost during the Easter holidays, which fell in the pay period for which statistics were furnished by many employers; in 1945, the observance of Easter in the final week of March had greatly affected the payrolls reported at April 1. The disbursements at the date under review

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



aggregated \$55,412,730, as compared with \$56,029,414 in the preceding period of observation. The latest total represented an average of \$32.06, as compared with \$32.48 at April 1. The per capita figures at May 1 in earlier years for which statistics are available were as follows: 1945, \$32.55; 1944, \$32.26; 1943, \$30.59 and 1942, \$28.59.

Based on the June 1, 1941, disbursements as 100 per cent, the index number of payrolls at the date under review was 137.6, as compared with 139.1 at April 1, 1946, and 145.4 at May 1 of last year. Thus, in the latter comparison there was a decline of 5.4 per cent in the indicated weekly salaries and wages, as compared with that of 3.6 per cent in the number of workers.

When figures for financial institutions are included, the latest survey shows a total of

1,802,960 persons in recorded employment, whose payrolls amounted to \$57,994,827. The same establishments had reported 1,799,784 employees at the first of April, when their disbursements in weekly salaries and wages had totalled \$58,603,386. The per capita figure in the nine major industrial groups, including finance, stood at \$32.17 at the beginning of May, as compared with \$32.56 at April 1, and \$32.58 at May 1 a year ago. In the latter comparison, there was a reduction of three per cent in recorded employment in these industries, accompanied by that of 4.7 per cent in the weekly payrolls.

Table II summarizes the latest statistics of employment and payrolls for the major industrial divisions, the provinces and economic areas and the leading industrial cities, with comparisons as at April 1, 1946, and May 1,

TABLE 1.—INDEX OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	143.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.45
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.43
Mar. 1.....	109.4	137.3	32.44	108.7	135.3	32.43
Apr. 1.....	110.6	139.1	32.48	110.1	138.7	32.82
May 1.....	110.8	137.6	32.06	110.8	137.1	32.24

1945. Table I contains a monthly record for the eight leading industries as a whole and for manufacturing, showing the movements of employment and payrolls since 1943.

The disbursements of the co-operating firms at June 1, 1941, are used as the base in calculating the index numbers of payrolls. To

provide a comparison of the trends of employment and payrolls, the index numbers of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table I shows that in the period for which information on payrolls is available, the number of persons on the staffs of estab-

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at May 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at May 1, 1946, and April 1, 1946, with Comparative Figures for May 1, 1945, Where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Units	Number of Employees Reported at May 1, 1946	Aggregate Weekly Payrolls at May 1, 1946	Per Capita Weekly Earnings at			Index Numbers of								
						Employment			Aggregate Weekly Payrolls					
			May 1, 1946	Apr. 1, 1946	May 1, 1945	May 1, 1946	Apr. 1, 1946	May 1, 1945	May 1, 1946	Apr. 1, 1946	May 1, 1945	May 1, 1946	Apr. 1, 1946	May 1, 1945
(a) PROVINCES														
Maritime Provinces.....	129,247	3,899,518	30-17	31-34	31-02	110-1	110-8	120-1	151-6	158-5	170-9			
Prince Edward Island.....	2,756	74,041	26-87	27-37	27-26	124-8	119-0	106-3	153-1	148-8	137-4			
Nova Scotia.....	74,144	2,285,629	30-83	32-17	32-81	104-9	103-0	117-2	143-0	142-6	171-0			
New Brunswick.....	52,347	1,539,848	29-42	30-43	28-53	118-0	123-1	126-1	166-5	179-6	172-4			
Quebec.....	507,449	15,597,711	30-74	31-31	31-24	108-1	109-7	117-5	138-5	142-9	153-6			
Ontario.....	733,634	23,802,090	32-44	32-77	32-22	109-6	108-8	111-7	130-9	131-3	136-8			
Prairie Provinces.....	204,824	6,728,687	32-85	33-04	32-26	116-1	114-4	108-6	144-2	142-8	133-3			
Manitoba.....	93,753	3,058,505	32-62	32-75	31-95	114-1	113-5	108-4	140-3	140-0	130-5			
Saskatchewan.....	40,271	1,282,884	31-86	32-13	30-62	112-5	107-0	103-6	138-1	132-4	125-8			
Alberta.....	70,800	2,387,298	33-72	33-92	33-63	121-2	120-1	111-7	153-3	152-9	141-8			
British Columbia.....	153,381	5,384,724	35-11	35-23	35-59	121-2	119-1	127-8	149-8	147-9	161-0			
CANADA.....	1,728,535	55,412,730	32-06	32-48	32-55	110-8	110-6	114-9	137-6	139-1	145-4			
(b) CITIES														
Montreal.....	258,676	8,122,679	31-40	32-08	32-68	117-4	116-2	125-2	143-9	145-6	160-7			
Quebec City.....	23,890	847,416	27-10	27-53	29-96	99-3	99-3	140-6	128-3	130-3	200-9			
Toronto.....	235,934	7,096,490	32-62	32-84	33-03	115-7	115-8	122-9	140-4	141-5	151-2			
Ottawa.....	22,823	636,693	27-90	28-33	28-87	114-1	113-1	106-7	137-8	137-8	133-3			
Hamilton.....	57,028	1,844,589	32-35	32-73	33-98	106-7	106-4	112-4	125-8	126-9	138-6			
Windsor.....	36,384	1,479,290	40-66	41-34	42-50	114-7	111-2	119-0	123-6	123-4	134-8			
Winnipeg.....	61,216	1,848,428	30-20	30-37	29-72	118-3	116-8	113-2	140-3	139-2	132-5			
Vancouver.....	69,469	2,278,268	32-80	32-74	34-73	134-8	133-7	157-3	167-3	165-6	206-4			
Halifax.....	23,790	705,948	29-67	29-80	31-35	135-5	142-2	154-8	176-4	180-0	210-5			
Saint John.....	13,431	396,330	29-51	30-60	30-06	128-1	135-1	138-7	174-9	191-3	195-8			
Sherbrooke.....	9,553	256,138	26-81	27-13	26-85	106-9	106-5	106-6	134-7	138-2	136-1			
Three Rivers.....	8,843	265,760	30-05	30-80	30-26	110-7	109-0	137-4	130-3	131-5	162-9			
Kitchener-Waterloo.....	18,221	548,995	30-13	30-70	30-23	121-8	121-1	109-8	161-2	163-3	180-4			
London.....	22,186	676,147	30-48	30-63	29-67	124-3	122-9	118-0	149-9	148-9	140-4			
Fort William-Port Arthur.....	9,928	339,445	34-19	34-40	35-53	70-3	64-6	104-0	89-8	83-0	138-1			
Regina.....	10,254	295,594	28-83	28-75	28-22	112-9	111-3	112-1	141-9	139-5	137-5			
Saskatoon.....	6,971	194,839	27-95	28-42	26-89	139-8	128-7	118-1	177-3	166-0	144-3			
Calgary.....	18,539	592,689	31-97	31-97	32-25	116-9	115-4	110-6	142-8	141-1	137-5			
Edmonton.....	18,442	556,272	30-16	30-21	29-54	134-0	128-3	120-4	165-7	155-9	146-9			
Victoria.....	12,585	398,042	31-63	31-60	33-71	147-7	144-8	170-4	186-3	182-6	230-0			
(c) INDUSTRIES														
Manufacturing.....	976,394	31,477,499	32-24	32-82	33-59	110-8	110-1	125-4	137-1	138-7	161-9			
Durable Goods ¹	455,576	15,718,136	34-50	35-34	36-98	107-3	105-7	135-5	131-5	132-8	178-8			
Non-Durable Goods.....	499,318	14,925,892	29-89	30-30	29-58	114-1	114-3	116-7	143-8	145-8	145-4			
Electric Light and Power.....	21,500	833,471	38-77	38-88	37-93	112-3	110-2	95-5	134-1	132-0	112-4			
Logging.....	68,882	1,935,744	28-10	28-69	26-81	144-0	191-8	130-0	203-4	276-6	175-2			
Mining.....	73,477	2,820,882	38-39	39-59	39-27	87-9	86-8	82-2	107-1	109-0	102-5			
Communications.....	36,361	1,207,426	33-21	32-52	31-31	139-3	136-2	115-8	170-1	162-8	134-0			
Transportation.....	162,348	6,379,623	39-30	39-74	38-38	128-3	125-5	125-9	154-1	152-3	150-5			
Construction and Maintenance.....	147,146	4,537,607	30-84	31-41	29-00	82-9	76-3	71-1	111-3	104-4	90-5			
Services.....	54,999	1,153,128	20-97	20-88	19-99	127-2	126-1	118-4	166-0	163-9	148-0			
Trade.....	208,928	5,900,821	28-24	28-18	26-84	119-1	117-9	109-1	143-2	141-4	124-4			
Eight Leading Industries.....	1,728,535	55,412,730	32-06	32-48	32-55	110-8	110-6	114-9	137-6	139-1	145-4			
Finance.....	74,425	2,582,097	34-69	34-54	33-63	123-5	123-6	110-9	148-6	148-1	129-4			
Total—Nine Leading Industries.....	1,802,960	57,994,827	32-17	32-56	32-58	111-3	111-1	114-8	138-0	139-5	144-8			

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

ishments in the eight leading industrial groups has risen by 10·8 per cent and the aggregate weekly earnings by 37·6 per cent. Including finance, the increase in employment from June 1, 1941, to May 1, 1946, amounted to 11·3 per cent, while the gain in the salaries and wages was 38·0 per cent. In previous reports the following facts have been cited as mainly responsible for the much greater rise in the payrolls than in employment: (1) the concentration of workers still existing in the heavy manufacturing industries, in spite of the declines which preceded and followed the cessation of hostilities; in this group, rates of any are above the average and there has been a considerable amount of overtime work; (2) the payment of cost of living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944; (3) the progressive up-grading of employees as they gained experience in their work and (4) the payment of higher wage-rates in a great many cases.

The increase in employment in manufacturing at May 1, 1946, as compared with June 1, 1941, amounted to 10·8 per cent, and

that in the indicated salaries and wages to 37·1 per cent. The advance in the same comparison in the non-manufacturing industries taken as a whole was also 10·8 per cent in the case of employment, but that in the payrolls was 38·1 per cent. The relative equality in the rates of increase in the two groups is at variance with the experience during the war, when activity in manufacturing was maintained at levels decidedly above those in many of the non-manufacturing classes.

With regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1930.....	111·4	113·1	.....	.....	.....	106·1	115·7	109·2	.....	.....	.....	110·7
May 1, 1931.....	102·2	104·0	.....	.....	.....	102·3	103·8	100·0	.....	.....	.....	96·1
May 1, 1932.....	87·5	87·8	.....	.....	.....	86·0	89·5	87·6	.....	.....	.....	82·7
May 1, 1933.....	77·6	80·3	.....	.....	.....	75·4	79·5	79·2	.....	.....	.....	72·2
May 1, 1934.....	92·0	98·3	.....	.....	.....	85·5	98·5	85·4	.....	.....	.....	88·4
May 1, 1935.....	95·2	97·4	.....	.....	.....	89·7	101·7	87·9	.....	.....	.....	92·6
May 1, 1936.....	99·5	103·4	.....	.....	.....	96·4	103·4	92·7	.....	.....	.....	99·0
May 1, 1937.....	106·3	110·7	.....	.....	.....	105·2	111·2	93·2	.....	.....	.....	103·4
May 1, 1938.....	107·4	107·3	72·6	116·5	98·3	112·6	109·9	91·5	90·3	89·2	95·0	102·8
May 1, 1939.....	106·2	109·2	82·2	114·4	84·1	111·6	107·9	94·5	90·7	98·2	97·7	103·3
May 1, 1940.....	114·3	112·8	86·4	124·0	100·7	113·9	121·0	100·2	97·6	103·6	102·0	107·2
May 1, 1941.....	145·5	136·5	96·8	156·2	115·2	146·8	156·5	124·1	120·5	122·1	131·1	132·7
May 1, 1942.....	167·4	156·7	94·4	179·3	132·3	177·9	175·9	130·9	129·1	118·5	141·9	158·8
May 1, 1943.....	178·2	170·6	102·3	194·1	145·0	192·0	181·8	135·9	135·0	125·6	144·2	186·8
May 1, 1944.....	178·2	176·6	123·1	200·3	149·5	190·4	180·8	141·0	138·2	130·6	152·2	183·3
May 1, 1945.....	175·5	183·1	113·9	196·7	170·1	184·9	180·1	139·3	135·2	132·0	150·3	172·4
Jan. 1, 1946.....	168·2	169·5	120·4	176·2	164·1	171·8	172·2	150·6	144·8	143·4	164·0	163·7
Feb. 1.....	167·2	165·7	122·2	172·3	159·9	170·4	173·9	145·7	140·1	136·2	160·4	159·8
Mar. 1.....	167·0	164·4	125·1	172·1	157·0	171·8	173·6	145·3	139·7	135·7	160·0	156·4
Apr. 1.....	168·9	168·8	127·5	173·0	166·0	172·5	175·5	146·8	141·5	136·3	161·6	160·7
May 1.....	169·2	167·8	133·7	176·1	159·2	170·1	176·8	149·0	142·3	143·3	163·0	163·5
Relative Weight of Employment of Provinces and Economic Areas as at May 1, 1946	100·0	7·5	·2	4·3	3·0	29·4	42·4	11·8	5·4	2·3	4·1	8·9

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	May 1, 1946	Apr. 1, 1946	May 1, 1945	May 1 1939
Manufacturing	56.5	186.1	184.9	210.6	108.4
Animal products—edible.....	2.5	216.5	212.2	207.9	126.9
Fur and products.....	0.2	161.3	157.8	140.5	94.1
Leather and products.....	1.9	155.9	155.9	140.7	111.1
Boots and shoes.....	1.1	143.1	142.1	129.2	113.1
Lumber and products.....	4.0	126.2	122.9	120.3	77.3
Rough and dressed lumber.....	2.2	103.8	99.4	97.6	66.1
Furniture.....	0.8	146.9	147.1	126.2	83.1
Other lumber products.....	1.0	190.9	187.9	200.4	108.7
Musical instruments.....	0.1	37.4	36.9	27.7	41.6
Plant products—edible.....	3.0	157.5	157.0	156.8	107.7
Pulp and paper products.....	5.7	157.0	155.2	138.1	105.1
Pulp and paper.....	2.5	140.8	137.4	122.8	90.7
Paper products.....	1.1	235.0	235.2	212.4	130.3
Printing and publishing.....	2.1	152.0	151.4	133.3	114.9
Rubber products.....	1.4	187.1	188.5	179.4	105.5
Textile products.....	8.4	166.1	167.5	158.8	120.4
Thread, yarn and cloth.....	3.1	168.8	171.1	157.5	125.0
Cotton yarn and cloth.....	1.2	108.9	111.0	108.3	95.3
Woollen yarn and cloth.....	0.8	184.5	188.7	168.9	122.8
Artificial silk and silk goods.....	0.8	710.3	710.0	617.6	448.0
Hosiery and knit goods.....	1.4	159.5	160.8	145.5	121.4
Garments and personal furnishings.....	2.9	164.1	165.2	162.0	116.6
Other textile products.....	1.0	173.8	174.0	174.0	115.6
Tobacco.....	0.5	114.5	127.8	135.8	91.2
Beverages.....	0.9	285.8	282.4	256.7	163.9
Chemicals and allied products.....	2.4	321.5	327.2	579.2	161.2
Clay, glass and stone products.....	1.1	162.9	160.3	135.8	82.2
Electric light and power.....	1.2	168.4	165.2	143.2	126.3
Electrical apparatus.....	2.5	290.2	281.9	288.7	125.5
Iron and steel products.....	16.4	208.9	206.8	291.6	97.3
Crude, rolled and forged products.....	2.0	257.8	257.4	244.1	123.8
Machinery (other than vehicles).....	1.5	232.7	232.5	217.1	115.0
Agricultural implements.....	0.8	166.5	166.5	143.4	59.8
Land vehicles and aircraft.....	6.2	172.3	166.2	255.4	92.3
Automobiles and parts.....	2.2	256.4	229.1	278.1	148.9
Steel shipbuilding and repairing.....	1.6	532.3	544.5	1,251.8	66.7
Heating appliances.....	0.4	191.6	193.0	193.7	124.0
Iron and steel fabrication (n.e.s.).....	0.6	178.7	176.3	274.9	103.2
Foundry and machine shop products.....	0.5	220.4	222.8	231.9	101.1
Other iron and steel products.....	2.8	220.8	222.7	328.4	100.3
Non-ferrous metal products.....	2.4	293.7	291.0	392.1	153.4
Non-metallic mineral products.....	0.9	217.4	217.0	214.1	150.1
Miscellaneous.....	1.0	296.1	294.0	345.6	140.3
Logging	4.0	227.9	303.6	205.8	51.0
Mining	4.2	155.7	153.8	145.7	155.8
Coal.....	1.5	94.6	96.0	92.7	82.3
Metallic ores.....	2.0	276.2	273.6	251.6	334.0
Non-metallic minerals (except coal).....	0.7	176.0	161.7	161.0	123.4
Communications	2.1	135.4	132.4	112.6	82.0
Telegraphs.....	0.5	134.0	133.9	126.4	90.6
Telephones.....	1.6	135.2	131.4	108.5	79.7
Transportation	9.4	126.8	124.0	124.4	81.4
Street railways and cartage.....	3.1	203.5	199.6	185.3	120.9
Steam railway operations.....	5.0	108.9	109.8	107.0	70.7
Shipping and stevedoring.....	1.3	101.2	86.4	115.6	77.8
Construction and Maintenance	8.5	115.2	106.0	98.8	94.2
Building.....	3.4	130.9	123.1	85.5	46.2
Highway.....	3.2	138.1	106.8	131.6	182.9
Railway.....	1.9	77.8	87.5	82.6	60.3
Services	3.2	219.1	217.1	202.4	133.2
Hotels and restaurants.....	2.1	213.5	210.8	201.6	125.6
Personal (chiefly laundries).....	1.1	230.0	229.4	204.0	146.3
Trade	12.1	186.7	184.8	171.0	135.1
Retail.....	8.8	193.9	191.0	177.8	141.3
Wholesale.....	3.3	169.9	169.9	154.5	119.3
Eight Leading Industries	100.0	169.2	168.9	175.5	106.2
Finance.....		143.4	143.5	128.7	.....
Banks and Trust Companies.....		144.2	144.2	133.1	.....
Brokerage and stock market.....		243.1	248.3	169.9	.....
Insurance.....		136.5	136.6	120.6	.....
Total—Nine Leading Industries		168.0	167.7	173.2	.....

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Sex Distribution of Persons in Recorded Employment

AS already stated, the co-operating firms in the eight leading industries reported a staff of 1,728,535 persons at May 1, of whom 1,339,259 were men and 389,276 were women, there being 775 of the former sex and 225 of the latter in each 1,000 workers in recorded employment. As compared with April 1, the number of men showed an increase of 3,898, or 0.3 per cent, but there

was a reduction of 636 women, a loss of 0.2 per cent. In the nine leading industries, in which there was a general increase of 3,176 persons, the number of women showed a decline of 1,041, or 0.2 per cent, at May 1 as compared with a month earlier, but among male employees, there was an increase of 4,217, or 0.3 per cent. The variation in the trends of recorded employment for men and

SEX DISTRIBUTION OF WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE MAJOR INDUSTRIAL GROUPS, AS AT MAY 1, 1946, AND APRIL 1, 1946, WITH COMPARATIVE FIGURES FOR OCTOBER 1 AND APRIL 1, 1945, AND OCTOBER 1, 1942

Geographical and Industrial Unit	May 1, 1946				April 1, 1946		Oct. 1, 1945		April 1, 1945		Oct. 1, 1942	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES												
Maritime Provinces.....	113,178	20,099	84.9	15.1	84.7	15.3	83.3	16.7	83.2	16.8	86.7	13.3
Prince Edward Island.....	2,140	927	69.8	30.2	69.7	30.3	71.7	28.3	67.6	32.4	77.3	22.7
Nova Scotia.....	65,965	10,388	86.4	13.6	85.9	14.1	85.3	14.7	84.3	15.7	88.1	11.9
New Brunswick.....	45,073	8,784	83.7	16.3	84.0	16.0	81.3	18.7	82.3	17.7	84.8	15.2
Quebec.....	393,196	134,615	74.5	25.5	74.6	25.4	74.6	25.4	73.0	27.0	74.9	25.1
Ontario.....	574,609	193,382	74.8	25.2	74.6	25.4	71.8	28.2	70.2	29.8	73.3	26.7
Prairie Provinces.....	167,752	47,891	77.8	22.2	77.8	22.2	76.0	24.0	74.7	25.3	80.7	19.3
Manitoba.....	74,480	24,169	75.5	24.5	75.7	24.3	73.5	26.5	71.9	28.1	78.8	21.2
Saskatchewan.....	33,829	9,259	78.5	21.5	77.9	22.1	77.1	22.9	75.5	24.5	81.4	18.6
Alberta.....	59,443	14,463	80.4	19.6	80.3	19.7	78.7	21.3	77.9	22.1	83.0	17.0
British Columbia.....	128,717	29,521	81.3	18.7	81.0	19.0	78.7	21.3	79.4	20.6	83.5	16.5
Canada.....	1,377,452	425,508	76.4	23.6	76.3	23.7	74.7	25.3	73.3	26.7	76.5	23.5
(b) CITIES												
Montreal.....	187,026	87,025	68.2	31.8	67.7	32.3	67.4	32.6	66.4	33.6	68.3	31.7
Quebec.....	17,716	7,394	70.6	29.4	70.5	29.5	72.3	27.7	69.9	30.1	64.8	35.2
Toronto.....	105,276	87,317	65.4	34.6	65.4	34.6	62.7	37.3	60.4	39.6	63.4	36.6
Ottawa.....	16,827	9,666	63.5	36.5	63.5	36.5	60.6	39.4	59.4	40.6	62.8	37.2
Hamilton.....	42,526	15,798	72.9	27.1	72.2	27.8	69.3	30.7	67.3	32.7	71.1	28.9
Windsor.....	31,493	5,526	85.1	14.9	84.9	15.1	74.6	25.4	80.9	19.1	85.1	14.9
Winnipeg.....	44,069	21,040	67.7	32.3	67.9	32.1	64.8	35.2	63.6	36.4	71.8	28.2
Vancouver.....	52,032	20,534	71.7	28.3	71.4	28.6	71.5	28.5	71.7	28.3	78.7	21.3
Halifax.....	17,862	5,928	75.1	24.9	75.9	24.1	73.0	27.0	75.7	24.3	.....	.....
Saint John.....	9,832	3,599	73.2	26.8	74.4	25.6	68.0	32.0	73.6	26.4	.....	.....
Sherbrooke.....	9,013	3,540	69.9	30.1	62.2	37.8	59.9	40.1	59.6	40.4	.....	.....
Three Rivers.....	6,414	2,429	72.5	27.5	72.4	27.6	73.7	26.3	69.9	30.1	.....	.....
Kitchener-Waterloo.....	12,439	5,782	68.3	31.7	68.1	31.9	64.2	35.8	63.1	36.9	.....	.....
London.....	15,098	7,088	68.1	31.9	67.2	32.8	64.2	35.8	63.3	36.7	.....	.....
Ft. William-Pt. Arthur.....	8,378	1,550	84.4	15.6	83.3	16.7	83.3	16.7	73.8	26.2	.....	.....
Regina.....	6,404	3,850	62.5	37.5	61.3	38.7	58.0	42.0	57.2	42.8	.....	.....
Saskatoon.....	4,877	2,004	70.0	30.0	69.1	30.9	66.8	33.2	64.1	35.9	.....	.....
Calgary.....	13,773	4,766	74.3	25.7	73.9	26.1	71.6	28.4	70.8	29.2	.....	.....
Edmonton.....	12,572	5,870	68.2	31.8	67.3	32.7	64.5	35.5	61.7	38.3	.....	.....
Victoria.....	9,463	3,122	75.2	24.8	74.8	25.2	74.6	25.4	74.8	25.2	.....	.....
(c) INDUSTRIES												
Manufacturing.....	745,231	231,163	76.3	23.7	75.9	24.1	74.0	26.0	72.8	27.2	74.3	25.7
Durable Goods ¹	401,047	64,529	88.0	12.0	87.8	12.2	86.2	13.8	83.3	16.7	84.7	15.3
Non-Durable Goods.....	325,157	174,161	65.1	34.9	64.6	35.4	62.4	37.6	60.3	39.7	61.4	38.6
Electric Light and Power.....	19,027	2,473	88.5	11.5	88.2	11.8	87.4	12.6	86.4	13.6	88.8	11.2
Logging.....	67,821	1,061	98.5	1.5	98.4	1.6	98.1	1.9	98.3	1.7	98.2	1.8
Mining.....	71,763	1,714	97.7	2.3	97.7	2.3	97.2	2.8	97.0	3.0	98.0	2.0
Communications.....	16,652	19,709	45.8	54.2	45.6	54.4	44.2	55.8	43.2	56.8	52.3	47.7
Transportation.....	150,779	11,569	92.9	7.1	92.5	7.5	91.8	8.2	91.7	8.3	94.0	6.0
Construction and Maintenance.....	143,694	3,452	97.7	2.3	97.5	2.5	97.8	2.2	96.6	3.4	98.6	1.4
Services.....	24,455	30,544	44.5	55.5	44.5	55.5	42.4	57.6	40.7	59.3	48.4	51.6
Trade.....	118,864	90,064	56.9	43.1	57.1	42.9	53.2	46.8	51.2	48.8	54.7	45.3
Eight Leading Industries.....	1,339,259	389,276	77.5	22.5	77.4	22.6	75.8	24.2	74.3	25.7	77.3	22.7
Finance.....	38,193	36,232	51.3	48.7	51.2	48.8	46.7	53.3	46.0	54.0	55.1	44.9
Total-All Industries.....	1,377,452	425,508	76.4	23.6	76.3	23.7	74.7	25.3	73.3	26.7	76.5	23.5

¹This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

women largely resulted from seasonal causes, there being important increases in those branches of industry which normally provide work mainly for the former sex, with curtailment in the divisions which ordinarily employ large numbers of females.

The latest ratio of women per 1,000 employees in the case of the eight major industrial groups was 225, as compared with 226 at April 1 and 227 at March 1. In the case of the nine leading industries, the proportion at May 1 was 236, as compared with 237 at April 1 and 238 at March 1. When the ratio of women was at its highest point at October 1, 1944, the number of women re-

ported in the eight industries constituted 261 per 1,000 workers, and in the nine major industrial divisions, 271 per 1,000. While the completion or the curtailment of war work is obviously an exceedingly important factor in the declines recently indicated in the numbers and the proportions of women workers, the seasonal element also enters into the situation to a considerable extent. The latter factor reduces the value of comparisons of the latest data with those obtained in the earlier enquiries into sex distribution, made as at October 1 in 1942-45, and at April 1 in 1944 and 1945.

Report on Employment Conditions, June, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE rate of decline in unemployment evident during the past few months was maintained in June. The discontinuance of unemployment insurance payments to unplaced applicants having agricultural experience has resulted in considerably more applicants being placed in farm work. The labour market has been able to absorb the influx of students and teachers temporarily seeking employment at this time. Expansion of employment opportunities, however, has been disrupted by the prolonged strikes throughout the country. The construction and transportation industries, especially, suffered severely from the labour unrest. This is reflected in the low level of demand at this time although seasonal activity in these industries is nearing its peak.

At June 20, the number of unfilled vacancies¹ exclusive of agriculture, totalled 114,419, as compared with 111,307, four weeks previous. Demand for women rose during the period more than offsetting the slight decline in male labour requirements. Unplaced applicants²,

on the other hand, dropped to 185,855 (147,594 male and 38,261 female) at June, 20. The Quebec and Ontario regions accounted for 71 per cent of demand but only 55 per cent of the applicants were in these regions.

Table I shows labour demand and supply by main occupational group and by sex as at June 20, 1946. Table II presents a monthly comparison of total labour demand and supply. Unfilled vacancies classified by main industry group and by sex, as at June 20, 1946, with absolute and percentage changes in total demand during the last month, are shown in Table III.

Clerical Workers

The labour situation for clerical workers improved slightly during June, with unfilled vacancies increasing and unemployment declining somewhat. Clerical workers seeking employment, however, are still in excess of demand. Demand continues to be mainly for young, single, well-educated and experienced help. Many of the applicants, on the other hand, are married, and in the older age bracket and cannot meet the qualifications presently specified by employers. Some employers are seeking junior office help but the low salaries offered make it difficult to place applicants in these positions. Increased seasonal activity within the country was reflected in a rise in labour needs among general clerical help and machine operators.

At June 20, there were 8,229 jobs available for clerical workers, while the available supply numbered 22,480. Demand for male workers was less than one-fifth the number of men seeking clerical positions. A shortage of female stenographers persists, with 3,059 required at the June date.

¹ Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

² Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

Sales Workers

The demand for sales workers has remained practically unchanged during the past few months. The number of unplaced applicants, however, has been gradually falling off. At the end of June, the available supply outnumbered demand by almost three to one. The strict requirements now specified by employers prevent the referral of many of the presently unemployed sales workers. Thoroughly qualified help, however, is easily placed. Some of the jobs on file are on a commission basis but applicants, on the whole, are reluctant to accept this type of work.

At June 20, there were 4,722 sales clerks required across Canada while the unemployed in this occupation numbered 12,575.

Service Workers

The shortage of female service workers is acute throughout Canada. Demand for

workers in the summer resorts was met largely by the influx of students and teachers into the labour market during their summer vacation. There remains, however, an urgent need for additional help in homes, hotels, restaurants, and hospitals. The expansion within the service trades which has been necessary in order to cope with the general "urbanization" throughout the country, intensifies the problem of interesting women in this type of work. Although wages, in many cases, compare favourably with those paid clerical and sales workers, poor working conditions and the social stigma attached to service work enhance the difficulty of interesting applicants in service work. The institution of the Home Aide courses throughout the country has alleviated the shortage of domestic help somewhat, but demand still is greatly in excess of supply.

TABLE 1—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX,
AS AT JUNE 20, 1946
(excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,486	540	2,026	6,536	904	7,440
Clerical Workers.....	2,121	6,108	8,229	11,894	10,586	22,480
Sales Workers.....	2,143	2,579	4,722	6,765	5,810	12,575
Service Workers.....	4,126	15,182	19,308	8,633	5,163	13,796
Fishermen.....	86	.....	86	550	.....	550
Skilled and Semiskilled Workers.....	31,512	10,167	41,679	51,162	7,200	58,362
Food and Kindred Products.....	396	.....	396	797	.....	797
Textiles, Clothing, etc.....	1,376	7,415	8,791	1,097	3,000	4,097
Lumber and Wood Products.....	13,819	.....	13,819	2,061	.....	2,061
Electrical.....	243	.....	243	2,204	.....	2,204
Mining.....	1,585	.....	1,585	988	.....	988
Construction.....	6,051	.....	6,051	6,179	.....	6,179
Metalworking.....	2,106	121	2,227	11,286	985	12,271
Other Skilled and Semiskilled Workers.....	5,936	2,631	8,567	26,550	3,213	29,765
Unskilled Workers.....	24,383	13,986	38,369	62,054	8,598	70,652
Total.....	65,857	48,562	114,419	147,594	38,261	185,855

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH
(excluding Agriculture)

Date	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
June 23, 1944.....	144,095	66,538	210,633	39,953	28,517	68,470
June 22, 1945.....	117,886	45,775	163,661	53,170	23,101	76,271
July 20 ".....	114,067	39,808	153,875	56,005	22,746	78,751
Aug. 24 ".....	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21 ".....	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19 ".....	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23 ".....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21 ".....	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21 ".....	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21 ".....	43,824	34,362	78,186	214,867	48,348	263,215
Apr. 25 ".....	57,706	41,075	98,781	201,282	46,469	247,751
May 23 ".....	66,327	44,980	111,307	169,950	41,788	211,734
June 20 ".....	65,857	48,562	114,419	147,594	38,261	185,855

At June 20, there were 19,308 service workers required while unplaced applicants at that time numbered 13,796; demand for female service workers totalling 15,182 was triple the available supply. There were 4,510 domestic servants required at the June date, but applicants seeking this work numbered less than 800.

Skilled and Semi-skilled Workers

The sharp rise in unfilled vacancies in the skilled and semi-skilled occupations evident

since March levelled off during June. Repercussions from the labour unrest throughout Canada have counteracted the seasonal upswing and increasing labour demands of reconverted industries. Shortages of raw materials and skilled labour continue to hamper industrial expansion and these shortages are intensified by wide-spread strikes. At June 20, there were 41,679 positions available for skilled and semi-skilled workers.

Unemployment among skilled tradesmen declined by 15 per cent during June. The

TABLE III—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT JUNE 20, 1946

(excluding Agriculture)

Industry	Male	Female	Total	Change from May 23, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	10,806	34	10,840	-118	- 1.1
Lumber.....	1,402	12	1,414	-127	- 8.2
Other logging.....	880	2	882	+268	+43.6
Total.....	13,088	48	13,136	+ 23	+ 0.2
Mining—					
Coal.....	1,233	4	1,237	+ 89	+ 7.8
Metallic ores—					
Iron.....	83		83	+ 14	+20.3
Gold.....	1,166	12	1,178	-120	- 9.2
Nickel.....	20	1	21	- 37	-63.8
Copper.....	109	2	111	- 87	-43.9
Other metallic ores.....	208	2	210	+102	+44.4
Non-metallic minerals.....	472	14	486	-146	-23.1
Prospecting and oil producing.....	105	5	110	+ 31	+39.2
Total.....	3,396	40	3,436	-154	- 4.3
Manufacturing—					
Food and kindred products (including tobacco).....	2,322	2,765	5,087	+767	+17.8
Textiles and apparel.....	2,523	11,897	14,420	+1,232	+ 9.3
Lumber and finished lumber products.....	3,534	475	4,009	+544	+15.7
Pulp and paper products (including printing).....	1,783	1,522	3,305	+ 75	+ 2.3
Chemicals and allied products.....	472	510	982	-202	-17.1
Petroleum and coal products.....	170	23	193	- 3	- 1.5
Rubber products.....	468	616	1,084	+ 48	+ 4.6
Leather and leather products.....	547	1,162	1,709	-163	- 8.7
Stone, clay and glass products.....	868	151	1,019	- 79	- 7.2
Iron and steel and products.....	1,758	493	2,251	-220	- 8.9
Non-ferrous metals and products.....	678	294	972	- 21	- 2.1
Machinery.....	1,533	888	2,421	-211	- 8.0
Automobile and equipment.....	461	91	552	+ 59	+12.0
Other transportation equipment.....	692	165	857	-100	-10.4
Other manufacturing.....	540	950	1,490	+ 55	+ 3.8
Total.....	18,349	22,002	40,351	+1,781	+ 4.6
Construction.....	10,564	80	10,644	-603	- 5.4
Transportation.....	3,920	413	4,333	+ 95	+ 2.2
Communications and other public utilities.....	743	701	1,444	+ 5	+ 0.3
Trade—					
Wholesale.....	1,459	829	2,288	-167	- 6.8
Retail.....	2,728	4,038	6,766	- 62	- 0.9
Total.....	4,187	4,867	9,054	-229	- 2.5
Finance, Insurance, Real Estate.....	1,466	1,740	3,206	+321	+11.1
Service—					
Public.....	2,516	893	3,409	-387	-10.2
Domestic.....	299	4,170	4,469	-199	- 4.3
Personal.....	2,790	9,017	11,807	+1,288	+12.2
Custom and repair.....	1,943	315	2,258	- 58	- 2.5
Other service.....	2,660	3,179	5,839	+914	+18.6
Total.....	10,208	17,574	27,782	+1,558	+ 5.9
Grand Total.....	65,921	47,465	113,386	+2,797	+ 2.5

drop was due largely to the decline in the number of male applicants seeking work in the Quebec and Ontario regions.

Textile Workers—Renovations, extensions, and erection of new plants continue in the textile industry, despite the strike wave within this industry. In some cases, cut-backs and lay-offs have been necessary in the secondary textile industries due to the shortage of materials resulting from strike-bound primary textile plants. Throughout the industry the need for experienced help persists with no immediate alleviation in sight. Although recruitment of trainees has met with fair success, many employment offices suggest that needle trade schools should be instituted to attract additional help to this line of work.

There were 8,791 textile workers required at June 20, while applicants seeking this type of work numbered 4,097. The need for female textile help outnumbered the supply by more than 4,000. Female sewing machine operators comprise over 50 per cent of the total number of textile workers required.

Lumber and Wood Products Workers—Demand for workers in the lumber and wood products occupations continues at a high level. River drives have been progressing satisfactorily with labour requirements generally well met. Additional workers were required for pulpwood cutting and orders for workers have been cleared to nearby local office areas. Settlement of the prolonged strike in the lumber industry in British Columbia will result in an increased demand for loggers if employers endeavour to meet production goals. Sawmills, generally, are operating at full capacity with a good supply of labour available. Orders are on file for cabinet makers, furniture finishers and polishers, but suitable applicants are in short supply.

There were 13,819 lumber and wood products workers required at June 20, with only 2,061 applicants interested in this type of work. Demand for loggers comprised 85 per cent of the number of lumber and wood products workers required at the June date.

Miners—Expansion and development projects are in progress in many mining areas. The shortage of labour continues acute in some areas, but the lack of housing accommodation obstructs any extensive transfer of workers at this time. Demand for certificated coal miners remains at a high level as production goals rise to compensate for the depleted coal stocks resulting from the strike in the United States coal mines. Additional track layers, mine drivers, and underground workers were required during June.

Demand for miners totalled 1,585 at June 20, with available supply numbering 988; approximately 60 per cent of the labour requirements were for coal miners. There were 587 hard rock miners required at the June date which was slightly less than the number reported four weeks earlier.

Construction Workers—A contra-seasonal drop in the demand for construction workers took place during June. This decline reflects not only the depleted labour demand due to the crippling effects of the lumber industry strike, but also the fact that labour requirements are being quickly met by the employment offices. The latter statement is substantiated by the fact that the available supply of construction workers fell by 22 per cent during June. There is an acute shortage of skilled and experienced tradesmen. Many of the present unemployed workers registered for construction work are too old, and not proficient in the general trade, consequently cannot meet the qualifications now required by employers.

At June 20, there were 6,051 construction workers needed, with unplaced workers totalling 6,179. Approximately 50 per cent of the construction workers required were carpenters. Bricklayers and plasterers remain in short supply.

Miscellaneous Workers. — Unemployment among applicants registered as metalworkers has steadily declined during the past few months. With the completion of reconversion in many plants, employment opportunities for this type of worker have increased. Also, many of those classified as metalworkers have been absorbed in other occupations. A surplus supply still persists, however, with applications outnumbering vacancies by more than 10,000. There is a good demand for moulders and core-makers but labour turnover in this trade remains high, especially in the warm weather. Qualified mechanics are required throughout the Dominion but suitable applicants are difficult to obtain. Demand for women in laundries continued to increase during the month; at June 20, there were 775 spotters, dry cleaners, and finishers required.

Unskilled Workers

Unemployment among unskilled workers dropped by 15 per cent during June. Despite the general unsettled labour situation, unskilled workers are being absorbed into industry at a high rate. Expansion of food processing industries at this time has supplied work for many applicants. Demand for longshoremen and stevedores rose slightly during June and substantial increases are

expected shortly pending settlement of the seamen's union strike. Track maintenance workers, section hands, and extra gang men are needed with a good supply of labour available in most areas.

There were 38,369 unskilled workers needed at June 20 while unplaced applicants numbered 70,652. Demand for female unskilled workers was well above the available supply, particularly in the Quebec and Ontario regions.

Regional Analysis

The regional analysis which follows is based on the semi-monthly reports received from National Employment Offices across Canada. The report covers employment conditions during the month ended June 22, 1946.

Maritime Region

Agriculture.—Seeding operations have for the most part been completed. Lack of moisture is retarding growth; both the hay crop and the late grain crop are particularly affected. Labour demand has slackened markedly; in the past two weeks, farm vacancies have declined 50 per cent. It is difficult to make preparations to meet the labour demand for haying operations, as farmers are reluctant to list their requirements so far in advance.

Logging.—Pulpwood cutting is active in many areas, and experienced woodsmen are in short supply. The transfer of 490 men from the depressed Cape Breton area to the woods of Maine, U.S.A., has been satisfactorily accomplished. Although many of these men are untrained, it is expected that they will develop into good bushmen.

Sawmill operations are on a larger scale this year than for many years past; an adequate supply of labour is available.

Coal Mining.—All mines are working steadily, but no increase in production has been apparent. About 250 skilled miners are required, approximately 170 for the Cape Breton area and 80 for the Minto district. Most collieries will close for a two-week vacation period, during which time repair work will be carried out by construction men.

Manufacturing.—The level of activity has remained stable during the past month. Shortages of material are still hampering production. The Sydney Steel Plant is re-hiring a large proportion of the men who were laid off temporarily in the past month. Otherwise, labour needs in heavy industry throughout the region are very light. Plants in the New Glasgow area are operating on a reduced scale because of the scarcity of steel. The Maritime Pant Manufacturing Company of Amherst has now re-opened, and will enlarge its employment as the supply of materials increases. Fish processing plants in the Halifax, Digby and St. Stephen areas are

still in urgent need of experienced labour. Two of the larger firms in Halifax have instituted their own training programs, but the number receiving instruction is small in relation to the total demand.

Construction.—Building construction is very active in all areas. A heavy program of rural building is in progress throughout the region. The amount of residential and commercial construction is limited only by the supply of materials and skilled labour available. Shortages of finishing material, bricks, plumbing and heating supplies are retarding the completion of many units. Skilled carpenters, bricklayers and plasterers are in scarce supply, but all demands for unskilled construction labour can now be filled.

Transportation.—Port activity is slight at Saint John and Halifax, as ocean-going traffic has slackened. Large troop movements through Halifax will be completed by the first week of July. Rail freight traffic has declined, although the tourist trade is stimulating business for air lines and bus companies.

Quebec Region

Agriculture.—Seeding operations have now been completed throughout the Province. Seeding in the Lower St. Lawrence Valley was finished 10 days in advance of operations in the Montreal region. Since crops mature faster in the latter region it is feared that harvesting will occur simultaneously in both areas, disrupting the former plan of transferring workers from one area to the other between harvests. The farm labour measure cancelling unemployment benefits for workers with previous agricultural experience who refuse suitable farm work is producing encouraging results. Farm labour is also being recruited for work on American farms; the higher wages offered provide a strong incentive to workers who have rejected similar jobs on Quebec farms.

Logging.—Driving operations are ahead of the normal schedule; water conditions are excellent except in the Coulonge River area. Cutting is progressing satisfactorily in the St. Maurice and Lake St. John districts, but no great activity is expected for the next six weeks. Sawmills are working at capacity, and many of the smaller mills will have completed their operations by the end of this month.

Mining.—Hardrock districts report that the shortage of labour for underground operations is still acute. Demand is heavy for experienced miners and beginners but most applicants will only consider surface jobs during the summer months. In the Thetford area, Flintkote Mines Ltd. is expanding employment, and at Acton Vale, the Kennedy Company is re-opening its quarry.

Manufacturing.—Strike gloom still darkens the industrial scene. Lake shipping activity is again commencing but labour unrest is spreading in the textile, rubber, electrical and steel industries. The White Motor Company, beginning operations at its new Montreal plant, has placed initial orders for 1,000 workers. Foundries are still in need of skilled moulders, but foundry labour remains in short supply. A shortage of lumber, chiefly as a result of the strike in British Columbia, is hampering production at the Canadian Car and Foundry Company. Shipbuilding is expanding at Lauzon, where 284 men were hired in the past fortnight by the Davie Shipbuilding Company.

A \$5,000,000 chemical plant to be established at Cap de la Madeleine will make Canada self-sufficient in the supply of titanium pigment, a raw material essential to the manufacture of paint, paper, textiles and other industrial products. A new textile plant is being erected at St. Jérôme, and will provide jobs for three or four hundred workers.

Construction.—Industrial, commercial and residential projects are increasing in number throughout the region. All skilled tradesmen can find ready employment, with the exception of electricians, for whom demand is fairly light. Unskilled labour is very scarce, as first-class heavy labour is required by almost every industry.

Ontario Region

Agriculture.—Flood conditions in Kent and Essex Counties have caused considerable damage to crops, and a large acreage will require reseeded. As a result the demand for farm labour has increased, since farmers are trying to speed up operations as well as to repair damages. Wheat and hay crops are in good condition, but the acreage of corn, tobacco, and tomatoes will be substantially reduced. Orders for prisoner-of-war labour are heavy. To date, 500 harvesters have been transferred to this region from the western provinces. It is expected that a total of 2,500 men will eventually be brought in, as demand for such workers is heavy.

Logging.—Demand for pulpwood cutters is increasing but the supply of experienced bush-

men is scarce. In the Sudbury district, orders have been placed in clearance for 1,000 cutters. At Timmins, vacancies are available in the logging industry for 3,500 men, chiefly for pulpwood cutting.

Sawmills throughout the province are operating at full capacity; the supply of labour is ample except in the Timmins area.

Mining.—The shortage of experienced miners, particularly drillers, continues. Machine men for underground work are also required. The only solution to the scarcity seems to lie in on-the-job training programs. A slight demand also exists for both surface and underground labourers.

Manufacturing.—The strike situation is holding up production in the automobile, brass and rubber industries. At Windsor, the Ford Motor Company has resumed operations, recalling all former employees; Chrysler Corporation workers are out on strike. Shortages of heavy labour for foundry and forge have not lessened and the movement of this labour to outdoor work continues. A farm implement firm at Brantford, and McKinnon Industries Ltd. at St. Catharines, are securing accommodation for foundry labour and other employees through special housing projects. An acute scarcity of labour still afflicts the textile industry, where industrial unrest is also currently disrupting production. The employment situation in the rubber industry is very unsettled with a number of strikes in progress, and labour demand is low. The furniture industry requires cabinet makers, finishers and polishers, but qualified applicants are few.

Construction.—A large amount of proposed construction is being postponed because of the scarcity of building materials and skilled construction tradesmen. Carpenters, bricklayers, painters, and experienced construction labourers are in especially short supply. Many of the applicants for such work are over-age or physically unfit.

Transportation.—Since Great Lakes shipping is now under the supervision of a Government Controller and the working day has been reduced to eight hours, a brisk demand for additional seamen is anticipated in the near future. Applicants for track maintenance and section work on the railroads are fairly plentiful except in Northern Ontario, where working conditions are made difficult by black flies.

Prairie Region

Agriculture.—The supply of farm labour is adequate to meet demand throughout the region. Recent general rains have enhanced the prospects of a good harvest. No great

increase in regional labour requirements will occur until harvesting commences. The current advertising campaign to recruit prairie farm workers to assist in haying and harvesting operations in Ontario and British Columbia is producing excellent results. No difficulty in filling these labour requirements is expected.

Logging.—Skilled pulp and log cutters are required in the Fort William-Port Arthur and Fort Francis districts. The supply of labour, however, is not equal to the demand. In the Port Arthur area alone, at least 3,000 men will be required before autumn. Summer logging in the Blairmore area is progressing steadily, enabling coal mines in the district to build up stocks of logs and props for winter operations.

Coal Mining.—The coal strike in the United States has stimulated demand for Alberta coal. As a result, an urgent need for skilled miners and mine labourers has developed simultaneously. Mines in the Drumheller district require track layers, mine drivers and underground labourers. Full-time employment is assured; the housing shortage is easing slightly in this area. Lethbridge mines have an urgent need for skilled men but lack of housing prohibits placements through clearance orders. All mines in the Blairmore district are operating at capacity.

Hardrock Mining.—Expansion is occurring in the mining industry throughout the region, although lack of skilled men and housing accommodation form major obstacles. Gold mines in the Port Arthur district require 150 miners immediately. Exploration activity is increasing in the Herb Lake and Snow Lake areas. Employment is remaining stable at the Steep Rock Iron Mines of Atikokan.

Manufacturing.—Production in the flour mill and packing plant industries of the region remains stable. The building material industry is very active, although sash-and-door factories have suffered severe set-backs from supply shortages as a result of the B.C. lumber strike. Calgary iron firms are now affected by the spreading labour unrest amongst foundry workers. Textile factories are in urgent need of female workers at Winnipeg and Edmonton.

Construction.—Shortage of materials is retarding construction activity. In some areas, lay-offs of building tradesmen are occurring, and nowhere throughout the region is demand substantial in this industry.

Transportation.—Workers are required for extra gang labour by the C.P.R. at Calgary, Moose Jaw, Port Arthur, Kenora and Edmonton, and by the C.N.R. at The Pas, Dauphin, Port Arthur and Edmonton.

Pacific Region

Agriculture.—Indications point to an excellent fruit crop this year. It is expected that apple yields will be 25 per cent greater than last year, and heavy yields of peaches, apricots and plums are in prospect. In the lower mainland area the strawberry crop is at its peak; a shortage of pickers has caused some loss. The response to special advertising campaigns at both local and prairie points has been disappointing. Farmers require about 300 more berry pickers.

Logging.—With the settlement of the 36-day labour dispute in the lumbering industry, orders for workers are once more being placed with the National Employment Service. At present, orders are chiefly for sawmill workers. Until loggers return to camp, logging crew shortages cannot be estimated. This mass return movement is reflected in the scarcity of transportation accommodation on up-coast steamers.

A major problem facing Vancouver Island logging operators at the present time is the extremely dry condition of the forests. It is doubtful whether some will find it worth while to re-open for the short time remaining before the annual fire season shut-down.

Several sawmills will delay re-opening until log reserves are back to normal. Shortages of skilled men are feared, as many have left the industry to take work in fishing or agriculture.

Coal Mining.—The acute shortage of certified coal miners still prevails. A temporary lay-off of 350 coal miners occurred in a Nanaimo mine because of a shortage of pit props. The mine is now back in full production, however.

Gold Mining.—Heavy demand exists for experienced miners in this industry. Labour unrest is the cause of the current high rate of labour turnover. Despite these obstacles, expansion and development is continuing.

Base Metal Mining.—Expansion at Trail and Kimberley has been accompanied by constant demand for labour; the immediate need is for hard-rock miners. Labour unrest at Granby Consolidated Mining, Smelting and Power Company Ltd. is affecting placement activity.

Manufacturing.—The effect of the foundry strike is still hampering production in the metal industries. No demand for labour is apparent in the shipbuilding industries because of the adverse effects of both the foundry and lumber strikes. Now that the latter has been settled, this situation should ease somewhat. Lay-offs are taking place at a shipbuilding yard in Victoria because of a scarcity of orders. Expansion in vegetable and fruit canneries will

be reflected in increased demands for suitable workers; the season will shortly be in full swing.

Construction.—It is expected that the construction industry will resume full activity within a few weeks, when lumber is again in good supply. Skilled carpenters are required

in Vancouver; qualified painters are needed in Victoria but few suitable men are available.

Transportation.—Demand for coastal seamen is slackening. Section men are required at Penticton, Kamloops and Victoria, but few applicants will accept this work as the wages offered are relatively low.

Applications for Employment; Vacancies and Placements; May, 1946

REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission during the four-week period May 3 to May 30, 1946 showed an increase of 8.9 per cent in business transacted, when compared with the preceding five-week period March 29 to May 2, and a decrease of 38.0 per cent in comparison with the four weeks May 4 to May 31, 1945, this computation being based on the average number of placements recorded daily. Under the first comparison all industrial groups except agriculture and public utilities operation recorded gains, the most noteworthy being in services and construction. When compared with the four weeks ending May 31, last year reports showed a moderate gain in construction and smaller increases in agriculture and mining but losses were recorded in all other industrial groups, the greatest being in manufacturing, public utilities operation, forestry and logging, trade and services.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at Employment Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took upward courses, the ratio of vacancies to applications being 115.0 during the four weeks May 3 to May 30 in contrast with 114.6 during the preceding five weeks, and 109.5 during the four weeks May 4 to May 31, 1945. The ratio of placements to each one hundred applications was 51.9 as compared with 49.5 in the previous period and 70.9 in the four weeks ending May 31 a year ago.

The average number of vacancies reported daily by employers to the Offices of the Commission throughout Canada during the period under review was 7,077 compared with 6,786 during the preceding five-week period and 7,953 during the period May 4 to May 31, 1945. The average number of applications for employment received daily by the Offices

during the four weeks May 3 to May 30, was 6,152 in comparison with 5,921 in the previous five weeks and 7,261 for the four weeks in May 1945. The average number of placements made daily by the offices during the period under review was 3,191 of which 2,921 were in regular employment and 270 in work of one week's duration or less, as compared with a total daily average of 2,929 during the previous five weeks. Placements in the four weeks ending May 31, last year, averaged 5,151 daily consisting of 4,979 placements in regular and 172 in casual employment.

During the period May 3 to May 30, 1946, the offices of the Commission referred 113,473 persons to vacancies and effected a total of 73,398 placements. Of these, the placements in regular employment were 67,183 of which 53,246 were of males and 13,937 of females, while casual placements totalled 6,215. The number of vacancies reported by employers was 114,833 for males and 47,938 for females, a total of 162,771 and applications for work numbered 141,503 of which 109,452 were from males and 32,051 from females. Reports for the five weeks March 29 to May 2, 1946, showed 190,000 positions available, 165,791 applications made and 82,008 placements effected while from May 4 to May 31, 1945, there were recorded 182,908 vacancies, 167,010 applications made and 118,483 placements in regular and casual employment.

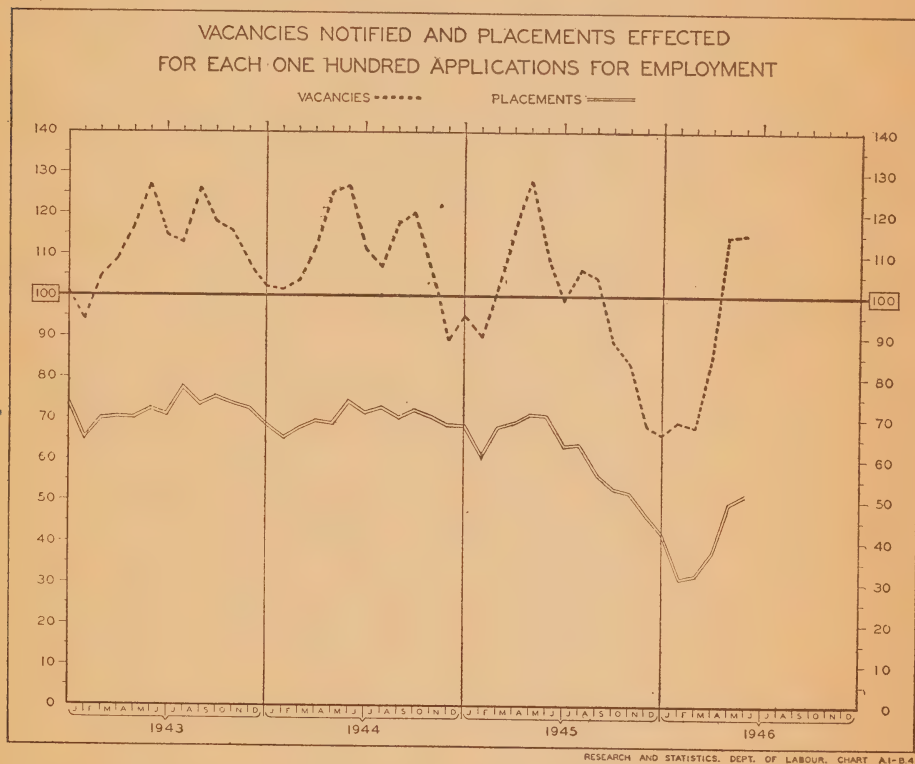
The following table gives the placements effected by the offices, each year, from January 1936 to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,616	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (22 weeks).....	300,266	28,097	328,363

Nova Scotia and Prince Edward Island

During the four weeks ending May 30, 1946, the daily average of positions offered through National Employment Service Offices in Nova Scotia and Prince Edward Island was 275, in comparison with 248 in the previous period and 278 during the four weeks ending May 31 last year. The average number of placements recorded daily was 189 during the period under review, in contrast with 122 in the preceding five weeks and 208 during the corresponding period a year ago. The largest decreases in placements from the four weeks

in the preceding five weeks and 193 during the period terminating May 31, 1945. There was a daily average of 89 placements as compared with 74 in the previous five weeks and 159 during the period May 4 to May 31, a year ago. A fairly large decline in manufacturing together with smaller losses in public utilities operation, trade and services accounted for the reduction in placements from the four weeks terminating May 31 last year. Placements by industries included: services 545; construction 437; manufacturing 430; trade 270 and public utilities operation



ending May 31, 1945, were in manufacturing and public utilities operation but these were partly offset by a gain in construction, the changes in other groups being small. Placements by industrial divisions numbered: services 1,122; construction 1,009; manufacturing 996; trade 584; public utilities operation 303 and mining 154. Regular placements totalled 3,082 of men and 842 of women.

New Brunswick

The demand for workers on a daily average as indicated by orders listed at Employment Offices in New Brunswick during the period under review was 227, as compared with 174

209. There were 1,501 men and 371 women placed in regular employment.

Quebec

Orders listed at Employment Offices in the province of Quebec during the four weeks ending May 30, 1946, called for a daily average of 1,673 workers, in contrast with 1,473 in the period March 29 to May 2, and 2,486 during the corresponding four weeks of 1945. Placements showed a daily average of 538, in comparison with 447 in the preceding period and 1,563 during the four weeks ending May 31 last year. With the exception of a small gain in agriculture, placements were

less numerous in all industrial groups than during the four weeks May 4 to May 31 a year ago. The most pronounced reductions being reported in manufacturing and forestry and logging, followed by fairly substantial losses in public utilities operation, services, trade and construction and moderate declines in finance and insurance, and mining. Industries in which employment was secured for more than 200 workers included: manufacturing 4,477; construction 2,506; services 1,975; forestry and logging 1,182; trade 933; mining 638 and public utilities operation 471. Placements in regular employment numbered 10,096 of men and 2,101 of women.

Ontario

There was an increase in the average number of positions available daily at Employment Offices during the period terminating May 30, 1946, there being 3,121 in comparison with 3,012 in the previous five weeks and 3,040 during the corresponding period of 1945. The average number of placements effected daily was 1,329 during the four weeks under review, compared with 1,336 in the preceding period and 1,918 during the four weeks terminating May 31 last year. The most noteworthy decline in placements from the corresponding period a year ago occurred in manufacturing. Fairly substantial reductions were reported in services, trade and public utilities operation and a loss much smaller in proportion in finance and insurance but these decreases were somewhat modified by an appreciable gain in construction. In addition, a moderate loss in forestry and logging, and a gain in agriculture were shown. Industrial divisions in which most of the placements were effected were: manufacturing 11,126; services 6,817; construction 4,901; trade 2,903; public utilities operation 2,040; forestry and logging 1,021 and mining 928. Regular placements numbered 22,995 of men and 5,929 of women.

Manitoba

Employment opportunities as indicated by orders received at Employment Offices in Manitoba during the four weeks ending May 30, 1946, showed a daily average of 349 in contrast with 357 in the preceding period and 422 during the four weeks ending May 31 a year ago. Placements registered a daily average of 212, in comparison with 192 in the previous period and 281 during the four weeks May 4 to May 31, 1945. Reduced placements in manufacturing, public utilities operation, trade and services accounted for the decrease from the period ending May 31 last year. A moderate improvement was noted in mining, while the changes in remaining groups were unimportant. Placements by industries

numbered: services 1,552; manufacturing 978; trade 808; construction 576; public utilities operation 469; mining 236 and agriculture 145. There were 2,728 men and 1,036 women placed in regular employment.

Saskatchewan

Positions offered through Employment Offices in Saskatchewan during the period under review, averaged 220 daily compared with 268 in the preceding five weeks and 182 during the corresponding period a year ago. Placements increased under both comparisons, the daily average being 146 as compared with 141 in the previous period and 138 during the four weeks terminating May 31 last year. The small increase over the period May 4 to May 31, 1945, was due to additional placements in services and construction, although these advances were partly offset by moderate losses in manufacturing and public utilities operation. Placements by industrial groups included: services 1,381; construction 561; trade 508; manufacturing 360; public utilities operation 299 and agriculture 167. Regular placements totalled 2,045 of men and 658 of women.

Alberta

Orders received at Employment Offices in Alberta during the four weeks ending May 30, 1946, called for an average of 406 workers daily in contrast with 418 in the previous period and 383 during the four weeks ending May 31 a year ago. There was a daily average of 243 placements in comparison with 215 in the preceding period and 257 during the four weeks May 4 to May 31 last year. When comparing placements by industrial divisions with the corresponding period of 1945, none of the changes was large, the most significant being moderate decreases in public utilities operation, trade and manufacturing and an increase in construction. Placements by industries included: services 1,928; construction 1,173; manufacturing 769; trade 631; public utilities operation 349; agriculture 329 and mining 255. Placements in regular employment totalled 3,656 of men and 1,043 of women.

British Columbia

Opportunities for employment at Employment Offices in the province of British Columbia during the period terminating May 30, 1946, numbered 806 daily in comparison with 837 during the five weeks March 29 to May 2, 1946, and 967 in the corresponding period last year. Placements recorded a daily average of 446 during the four weeks under review, in contrast with 400 in the preceding period and 626 during the four weeks terminating May 31, 1945. There was considerable variation of placements by industrial divisions when com-

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
MAY 3 TO MAY 30, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	897	406	925	911	664	121	2,056
Charlottetown.....	361	339	447	392	236	13	1,385
Summerside.....	536	67	478	519	428	108	671
Nova Scotia	5,436	3,367	6,729	4,833	3,260	301	14,632
Amherst.....	159	52	281	224	199	4	951
Bridgewater.....	114	127	97	125	20	4	422
Dartmouth.....	194	262	237	186	87	23	209
Digby.....	62	128	119	14	22	2	725
Glace Bay.....	134	45	318	163	154	18	1,203
Halifax.....	1,646	1,542	1,978	1,447	750	9	2,279
Inverness.....	52	5	234	53	49	2	402
Kentville.....	212	276	355	194	113	9	753
Liverpool.....	301	156	93	95	71	2	427
New Glasgow.....	722	40	908	724	628	95	2,273
New Waterford.....	263	170	167	103	97	2	289
North Sydney.....	133	29	187	142	140	4	303
Pictou.....	55	19	89	48	35	2	377
Springhill.....	42	13	78	34	15	14	268
Sydney.....	706	211	772	737	480	117	1,726
Sydney Mines.....	124	9	155	122	120	3	636
Truro.....	304	178	324	273	144	11	467
Yarmouth-Shelburne.....	213	105	342	149	136	3	922
New Brunswick	5,211	3,864	4,881	3,122	1,872	181	11,365
Bathurst.....	28	29	341	62	39	4	1,620
Campbellton.....	650	194	334	175	76	46	1,036
Edmundston.....	724	648	228	141	144	3	535
Fredericton.....	403	307	303	293	159	3	278
Minto.....	65	20	116	100	96	2	213
Moncton.....	1,419	1,257	1,329	989	542	80	3,333
Newcastle.....	92	30	170	53	61	49	1,144
Saint John.....	1,257	901	1,677	1,017	562	49	2,276
St. Stephen.....	202	282	129	89	55	3	270
Sussex.....	251	141	129	128	64	3	197
Woodstock.....	120	55	125	75	74	3	463
Quebec	38,479	38,832	32,367	23,995	12,197	171	65,284
Acton Vale.....	52	109	53	48	53	2	84
Asbestos.....	192	154	116	94	97	2	54
Baie St. Paul.....	186	89	141	143	145	75	75
Beauharnois.....	212	199	78	74	62	274	274
Buckingham.....	219	61	269	177	243	377	377
Causapscal.....	228	339	98	1	1	304	304
Chandler.....	16	25	139	2	2	897	897
Chicoutimi.....	709	1,299	543	192	88	2	731
Coaticook.....	110	91	95	119	107	109	109
Cowansville.....	70	65	35	42	27	33	33
Dolbeau.....	1,393	1,276	116	57	57	71	71
Drummondville.....	1,287	721	713	689	525	938	938
East Angus.....	38	12	108	51	50	118	118
Farnham.....	57	122	68	29	21	75	75
Granby.....	441	363	257	115	109	180	180
Hull.....	405	458	498	202	144	1,228	1,228
Joliette.....	341	503	549	302	156	1,211	1,211
Jonquiere.....	101	44	259	68	56	730	730
Lachute.....	269	129	268	229	183	189	189
La Malbaie.....	122	58	115	94	94	104	104
La Tuque.....	599	421	129	181	87	194	194
Levis.....	82	105	398	32	16	2,501	2,501
Louiseville.....	113	75	231	82	59	236	236
Magog.....	169	98	120	130	75	107	107
Matane.....	401	837	571	524	513	129	129
Megantic.....	95	42	82	61	61	84	84
Mont Laurier.....	285	114	108	90	87	58	58
Montmagny.....	25	20	109	33	47	292	292
Montmorency.....	151	3	83	143	143	368	368
Montreal.....	16,232	22,531	14,149	11,748	3,202	109	31,783
Plessisville.....	109	98	52	47	48	71	71
Port Alfred.....	53	35	50	9	8	105	105
Quebec.....	2,820	1,468	3,457	1,888	821	3	10,349
Richmond.....	96	76	59	55	40	42	42
Rimouski.....	2,058	1,258	522	455	562	1	533
Riviere du Loup.....	191	342	137	3	3	734	734
Roberval.....	152	605	155	141	112	85	85
Rouyn.....	723	511	483	792	206	267	267
Ste. Agathe.....	330	323	197	181	166	1	53
Ste. Anne de Bellevue.....	117	51	131	90	88	107	107
Ste. Therese.....	524	179	316	294	253	286	286
St. Georges de Beauce.....	9	17	57	1	1	319	319

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
MAY 3 TO MAY 30, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Hyacinthe.....	438	489	213	164	88		325
St. Jean.....	1,040	671	843	654	550		237
St. Jerome.....	346	230	323	253	198		241
St. Joseph d'Alma.....	281	71	256	165	165		232
Shawinigan Falls.....	140	21	321	107	101		1,056
Sherbrooke.....	925	509	1,077	815	559	47	1,714
Sorel.....	719	113	516	303	246		1,405
Thetford Mines.....	311	88	351	308	245		540
Three Rivers.....	898	242	1,154	558	376	5	2,893
Val d'Or.....	781	414	443	347	323		110
Valleyfield.....	420	333	517	285	274		864
Victoriaville.....	396	325	249	327	254		182
Ontario	71,775	51,792	51,001	46,911	28,924	1,645	60,212
Arnprior.....	441	190	246	249	247		36
Barrie.....	310	315	137	142	93		181
Belleville.....	295	173	241	349	199		752
Bracebridge.....	234	153	143	101	97		150
Brampton.....	214	190	137	100	81		179
Bramford.....	951	557	690	567	395	17	493
Brockville.....	337	139	320	311	243	9	132
Carleton Place.....	85	31	130	84	68		146
Chatham.....	428	389	409	454	253	3	511
Cobourg.....	106	39	158	124	104		49
Collingwood.....	43	51	82	18	13		518
Cornwall.....	769	188	981	787	609	10	1,119
Dunnville.....	79	126	74	62	53		1,81
Fergus.....	51	48	60	49	42		12
Fort Erie.....	417	145	304	517	317		287
Fort Frances.....	309	231	188	170	244		151
Fort William.....	1,055	565	918	639	524	5	1,987
Galt.....	731	661	237	238	156		141
Gananoque.....	120	47	91	96	87	5	39
Goderich.....	182	173	98	137	72	7	78
Guelph.....	1,003	538	745	632	411		326
Hamilton.....	3,388	2,254	3,762	3,844	1,370	186	5,337
Hawkesbury.....	104	62	101	91	64	4	276
Ingersoll.....	115	83	116	117	83	1	39
Kapuskasing.....	594	913	24	30	162	2	23
Kenora.....	338	695	173	91	130		327
Kingston.....	1,197	378	954	1,136	666		642
Kirkland Lake.....	1,030	657	916	829	536	16	504
Kitchener Waterloo.....	1,778	1,675	583	751	429	3	203
Leamington.....	178	125	225	179	93		230
Lindsay.....	123	70	114	123	88		469
Listowel.....	104	150	124	116	79		102
London.....	4,404	2,603	1,945	2,363	1,215	240	921
Midland.....	121	126	211	106	84		342
Napanee.....	72	64	106	79	65		134
Newmarket.....	84	152	50	63	15		138
New Toronto.....	1,428	1,113	891	707	625		601
Niagara Falls.....	754	427	465	514	313	13	499
North Bay.....	710	277	579	431	353	57	340
Orangeville.....	41	73	45	48	26		97
Orillia.....	368	183	376	366	317	12	474
Oshawa.....	730	400	888	699	349	2	3,854
Ottawa.....	2,343	1,685	2,866	2,323	1,059		3,985
Owen Sound.....	346	207	282	270	222	1	132
Paris.....	24	78	26	30	13		25
Parry Sound.....	111	67	98	100	49		475
Pembroke.....	550	246	387	469	306		372
Perth.....	286	140	356	264	233	16	133
Peterborough.....	797	531	682	834	541		768
Pictou.....	42	30	95	43	33		109
Port Arthur.....	3,385	3,589	1,160	954	891		1,505
Port Colborne.....	294	201	155	127	85	2	359
Port Hope.....	217	196	55	68	46		31
Prescott.....	79	36	95	69	66		209
Renfrew.....	260	80	156	255	196		165
St. Catharines.....	1,247	620	1,039	942	553		1,664
St. Thomas.....	651	581	553	414	239	14	403
Sarnia.....	413	307	367	229	134		534
Sault Ste. Marie.....	1,344	1,520	408	331	298		471
Simcoe.....	371	381	234	246	186	15	179
Smiths Falls.....	235	91	106	56	40		101
Stratford.....	513	384	388	443	260	67	336
Sturgeon Falls.....	89	24	148	100	91		200
Sudbury.....	2,589	1,020	1,522	1,575	1,117	43	1,646
Tillsonburg.....	77	64	42	31	19		58
Timmins.....	1,862	1,171	1,267	1,143	1,005	30	928
Toronto.....	21,830	17,865	11,377	12,056	6,741	698	12,167

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
MAY 3 TO MAY 30, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto Junction.....	1,815	1,374	1,358	1,132	568	30	1,054
Trenton.....	411	319	158	196	113	3	259
Walkerton.....	67	52	66	29	23		197
Wallaceburg.....	166	83	240	34	19		138
Welland.....	817	378	584	742	456		1,106
Weston.....	635	314	733	622	441		608
Windsor.....	1,826	419	4,742	2,146	1,409	134	6,763
Woodstock.....	264	330	219	129	92		182
Manitoba.....	8,028	4,350	9,989	7,857	3,764	1,109	15,640
Brandon.....	446	354	680	374	262		1,231
Dauphin.....	193	121	213	140	68		590
Flin Flon.....	358	90	308	306	262	17	31
Portage la Prairie.....	113	111	268	149	49	3	630
Selkirk.....	87	43	98	93	75		87
The Pas.....	137	81	144	107	73	1	119
Winnipeg.....	6,694	3,580	8,278	6,688	2,975	1,088	12,952
Saskatchewan.....	5,052	3,151	6,534	5,180	2,703	649	6,038
Estevan.....	120	71	101	116	107		76
Moose Jaw.....	516	360	716	721	348	44	836
North Battleford.....	131	168	142	68	38		485
Prince Albert.....	417	363	624	400	182	34	802
Regina.....	1,990	863	2,499	2,145	1,076	349	1,396
Saskatoon.....	1,391	998	1,822	1,319	694	189	1,606
Swift Current.....	72	57	97	46	30	5	262
Weyburn.....	137	73	101	91	64	9	63
Yorkton.....	278	198	432	274	164	19	511
Alberta.....	9,348	4,793	8,662	7,393	4,699	887	8,327
Black Diamond.....	35	2	61	36	35		110
Blairmore.....	167	199	75	54	63		49
Calgary.....	3,043	1,415	3,167	2,546	1,586	326	3,283
Drumheller.....	282	264	120	88	70		107
Edmonton.....	4,351	1,782	4,185	3,677	2,090	544	3,882
Edson.....	323	284	51	30	134		71
Lethbridge.....	438	325	371	415	298	17	421
Medicine Hat.....	398	208	471	395	308		206
Red Deer.....	311	314	161	152	115		198
British Columbia.....	18,545	7,980	20,415	13,271	9,100	1,151	27,475
Chilliwack.....	517	101	507	448	478	2	184
Courtenay.....	94	177	126	40	56		199
Cranbrook.....	204	112	108	96	92		119
Dawson Creek.....	280	102	214	236	243		66
Duncan.....	319	79	218	118	275	4	163
Fernie.....	82	107	16	17	19		23
Kamloops.....	354	156	498	197	242		142
Kelowna.....	136	36	114	124	96		296
Nanaimo.....	236	198	274	157	199		306
Nelson.....	268	193	313	173	156	11	469
New Westminster.....	955	288	1,745	869	595	94	2,572
North Vancouver.....	278	68	496	241	173		1,261
Penticton.....	209	109	206	290	177		263
Port Alberni.....	249	108	361	109	73		321
Prince George.....	737	136	582	663	612	21	177
Prince Rupert.....	300	176	123	161	174		201
Princeton.....	223	66	132	132	170	8	29
Trail.....	363	164	329	326	283		396
Vancouver.....	9,812	4,086	11,036	6,840	3,078	841	16,880
Vernon.....	510	273	453	334	359		451
Victoria.....	2,121	967	2,440	1,600	1,211	175	2,919
Whitehorse.....	298	278	124	100	320		38
Canada.....	162,771	118,565	141,503	113,473	67,183	6,215	211,029
Males.....	114,833	69,754	109,452	82,611	53,246	2,518	170,822
Females.....	47,938	48,811	32,051	30,862	13,937	3,697	40,207

pared with the corresponding period a year ago, the most noticeable being a fairly substantial decrease in manufacturing followed by losses much smaller in volume in forestry and logging, and public utilities operation. Moderate decreases were reported in services and trade but these were partly offset by gains in construction and mining, the changes in

other groups being small. Industrial division in which the majority of placements were effected were: services 2,838; manufacturing 2,167; construction 1,697; trade 1,163; public utilities operation 832; forestry and logging 730 and mining 540. There were 7,143 men and 1,957 women placed in regular employ-ment.

Strikes and Lockouts

Strikes and Lockouts in Canada During June, 1946

DURING June, 1946, strike activity in Canada continued at a high level, the number of workers involved in strikes and lockouts and the resulting time loss being much greater than in the previous month and in June, 1945. Preliminary figures shows 36 strikes in existence during June, 1946, involving 70,688 workers, with a time loss of 935,188

man-working days, as compared with 35 strikes in May, 1946, with 47,730 workers involved and a time loss of 564,925 days. In June, 1945, there were 13 strikes, involving 2,926 workers, with a time loss of 5,138 days.

Preliminary figures for the first six months of this year show 117 strikes, involving 92,220 workers, with a time loss of 1,626,296 days.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12†	12	2,935†	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
May.....	28	35	46,641	47,730	564,925	7.80
June.....	25	36	30,354	70,688	935,188	12.92
Cumulative totals.....	117		92,220		1,626,296	3.74
1945						
January.....	17†	17	5,452†	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
May.....	13	15	3,242	3,336	6,738	0.09
June.....	12	13	2,773	2,926	5,138	0.07
Cumulative totals.....	95		25,871		82,711	0.19

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to June, 1946				
LOGGING— Loggers, sawmill, shingle mill workers, etc., British Columbia	(3)416	35,000	600,000	Commenced May 15; for new agreements providing for increased wages, reduced hours, union shop, check-off, etc.; terminated June 20 to 26; controller appointed for interior box factories and supplying companies, also conciliation by IDI Commissioner appointed by federal government on recommendation of provincial government, and return of workers pending further negotiations; compromise.
MINING— Asbestos miners Black Lake and Thetford Mines, P.Q.	2	625	1,875	Commenced May 28; inter-union dispute <i>re</i> bargaining agency; terminated June 4; return of workers pending reference to QLRB (4); indefinite.
MANUFACTURING— <i>Vegetable Products—</i> Bakery workers, Halifax, N.S.	1	10	150	Commenced February 11; for a union agree- ment; unternminated.
<i>Textiles, Clothing, etc.—</i> Woollen factory workers, Carleton Place, Ont.	1	160	1,400	Commenced April 2; for increased wages, union shop, check-off, two weeks' vacations with pay, etc; terminated June 11; concil- iation, federal, and return of workers pending further negotiations; indefinite.
Carpet factory workers, weavers, Brantford, Guelph and Toronto, Ont.	3	70	1,500	Commenced April 29; for increased wages, reduced hours, two weeks' vacations with pay; unternminated.
Textile factory workers, Sherbrooke, P.Q.	1	(6)115	900	Commenced May 13; inter-union dispute <i>re</i> bargaining agency following demand for increased wages and reduced hours; terminated June 10; return of workers pending reference to QLRB; indefinite.
Printing and Publishing— Compositors, etc., Winnipeg, Man.	2	97	2,000	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; unternminated.
Compositors, stereotypers, pressmen, etc., Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.	5	257	4,800	Commenced May 30; in sympathy with strike of compositors at Winnipeg, Man., commencing November 8, 1945; un- terminated.
Metal Products— Foundry workers, Vancouver and New Westminster, B.C.	35	500	12,000	Commenced May 17; for increased wages and reduced hours; unternminated.
Brass factory workers, New Toronto, Ont.	1	(6)1,000	20,000	Commenced May 18; for increased wages, reduced hours, union shop, seniority in lay-offs, etc.; unternminated.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Water—</i> Seamen, Quebec, Ontario, Nova Scotia, New Brunswick, Prince Edward Island.	(7)154	(7)2,500	45,000	Commenced May 24; for an eight-hour day and three-watch system; terminated June 22; government assumed control pending settlement; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1946⁽¹⁾—*Continued*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During June, 1946				
MINING—				
Coal miners, drivers, Cambria, Alta.	1	(8)5	15	Commenced June 6; against penalty deduc- tions from wages for quitting work before end of shift; terminated June 8; return of workers; in favour of employer.
Coal miners, Springhill, N.S.	1	1,500	8,250	Commenced June 7; tea bottles could not be kept warm because steam turned off at bankhead to repair boilers, and suspension of chain runner; terminated June 13; return of workers; in favour of employer.
Gold miners, Sheep Creek, B.C.	1	51	153	Commenced June 13; against discharge of cook for cause; terminated June 18; return of workers pending reference to arbitration; indefinite.
Coal miners, motormen, East Coulee, Alta.	1	(9)16	16	Commenced June 13; protest by motorman against being given job as driver; termin- ated June 20; negotiations and check-up by company doctor; in favour of workers.
Coal miners, Alberta	50	6,500	6,500	Commenced June 26; for removal of Chair- man and Labour Commissioner from Alberta Workmen's Compensation Board terminated June 26; return of workers; in favour of employers.
MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Rubber factory workers, Bowmanville, Hamilton, Kitchener, New Toronto, Oakville and Toronto, Ont.	10	10,146	57,000	Commenced June 23; for increased wages, reduced hours, overtime rates for Sat- urdays, Sundays and holidays, etc.; unterminated.
<i>Fur and Leather Products—</i>				
Fur factory workers, Toronto, Ont.	3	274	4,500	Commenced June 10; for increased wages, reduced hours, two weeks' vacations with pay, etc.; terminated June 29; conciliation, provincial, and reference to RWLB (4); indefinite.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Montreal and Valleyfield, P.Q.	5	5,253	119,000	Commenced June 1; for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermiated.
Cotton factory workers, spin- ners, Welland, Ont.	1	(10)26	125	Commenced June 3; for increased wages terminated June 8; return of workers pending decision of RWLB; compromise.
Woollen factory workers, Granby, P.Q.	1	130	625	Commenced June 10; against dismissal of a foreman for failure to maintain minimum production; terminated June 15; negotia- tions; in favor of employer.
Twine factory workers, Brantford, Ont.	1	321	1,525	Commenced June 11; against dismissal of a female worker for infraction of company rules; terminated June 17; negotiations; in favour of employer.
Textile factory workers, Sherbrooke, P.Q.	1	550	1,100	Commenced June 24; for increased wages; terminated June 25; return of workers pending decision of RWLB; compromise.
Knitting factory workers, Toronto, Ont.	2	630	3,150	Commenced June 25; for increased wages and reduced hours; untermiated.
<i>Miscellaneous Wood Products—</i>				
Saw and planing mill work- ers, Lindsay, Ont.	1	44	44	Commenced June 3; for increased wages; terminated June 3; return of workers pend- ing reference to RWLB; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During June, 1946—Concluded				
MANUFACTURING—Con.				
<i>Miscellaneous Wood Products—</i>				
<i>Con.</i>				
Box and basket factory workers, Forest, Ont.	1	68	680	Commenced June 14; for increased wages; terminated June 25; return of workers pending decision of RWLB; compromise, monthly efficiency bonus approved.
<i>Metal Products—</i>				
Motor vehicle factory work- ers, Chatham and Windsor, Ont.	2	3,440	37,250	Commenced June 18; for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermi- nated.
Foundry workers, Calgary, Alta.	3	265	2,150	Commenced June 20; for a new agreement providing for increased wages, reduced hours, closed shop, check-off, two weeks' vacations with pay, etc.; untermi- nated.
Steel products factory work- ers, Windsor, Ont.	1	224	672	Commenced June 27; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermi- nated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Roofing products factory workers, Brantford, Ont.	1	80	200	Commenced June 25; against dismissal of a worker for absenteeism; terminated June 27; negotiations; in favour of employer.
Chemical factory workers, Windsor, Ont.	1	531	1,593	Commenced June 27; for a new agreement providing for increased wages, reduced hours, union shop, check-off, two weeks' vacations with pay etc.; untermi- nated.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Steam Railways—</i>				
Round house workers, Glace Bay, N.S.	1	73	73	Commenced June 3; against penalty deduction from wages of a worker for being absent without leave; terminated June 3; negotia- tions; in favour of workers.
<i>Water—</i>				
Freight handlers, Waterways, Alta.	1	30	15	Commenced June 6; for increased wages; terminated June 6; negotiations and re- ference to NWLB ⁽⁴⁾ ; in favour of workers.
Freight handlers, Victoria, B.C.	1	10	40	Commenced June 20; for increased wages; terminated June 24; return of workers pend- ing joint application to NWLB; indefinite.
SERVICE—				
<i>Public Administration—</i>				
Town labourers, Woodstock, N.B.	1	12	12	Commenced June 4; for increased wages; terminated June 4; negotiations; in favour of workers.
<i>Business and Personal—</i>				
Beverage dispensers, Calgary and Medicine Hat, Alta.	25	175	875	Commenced June 25; for increased wages and reduced hours; untermi- nated.

⁽¹⁾ Preliminary data based where possible on direct reports from parties concerned, in some cases, incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ Approximately 416 employers, operating various logging camps, sawmills, woodworking plants, shingle and planing mills, sash and door factories, lumber yards, etc.

⁽⁴⁾ QLRB—Quebec Labour Relations Board; RWLB—Regional War Labour Board; NWLB—National War Labour Board.

⁽⁵⁾ 435 indirectly affected; ⁽⁶⁾ 300 indirectly affected; ⁽⁷⁾ 115 indirectly affected; ⁽⁸⁾ 102 indirectly affected; ⁽⁹⁾ 575 indirectly affected.

⁽⁷⁾ Estimated; number indirectly affected not known.

For the same period last year there were 95 strikes, with 25,871 workers involved and a time loss of 82,711 days.

Of the 36 strikes recorded for June, four were settled in favour of the workers, six in favour of the employers, four were compromise settlements and eight were indefinite in result, work being resumed pending final settlement. At the end of the month 14 strikes were recorded as unterminated, namely: bakery workers at Halifax, N.S.; carpet factory workers at Brantford, Guelph and Toronto, Ont.; compositors at Winnipeg, Man.; compositors, stereotypers and pressmen at Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.; foundry workers at Vancouver, B.C.; brass factory workers at New

Toronto, Ont.; rubber factory workers at Bowmanville, Hamilton, Kitchener, New Toronto, Oakville and Toronto, Ont.; textile factory workers at Montreal and Valleyfield; knitting factory workers at Toronto, Ont.; motor vehicle factory workers at Chatham and Windsor, Ont.; foundry workers at Calgary, Alta.; steel products factory workers at Windsor, Ont.; chemical factory workers at Windsor, Ont.; and beverage dispensers at Calgary and Medicine Hat, Alta.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which unions concerned have not declared terminated.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review, "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1946, was 185, and 21 were still in prog-

ress from the previous month, making a total of 206 during the month. There were 42,400 workers involved and a time loss of 158,000 working-days was caused.

Of the 185 stoppages which began during April, 31 arose out of demands for advances in wages; 51 over other wage questions; five on questions as to working hours; 20 on questions respecting the employment of particular classes or persons; 68 on other questions respecting working arrangements; and 10 on questions of trade union principle.

United States

Preliminary figures for May, 1946, show 360 strikes and lockouts beginning in the month, in which 560,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 11,500,000 man-days. Corresponding figures for April 1946, are 465 strikes and lockouts, involving 575,000 workers, with a time loss of 15,500,000 man-days.

Labour Law

Labour Legislation in British Columbia in 1946

IN its session from February 21 to April 11 the British Columbia Legislature enacted a new law providing for annual holidays with pay for employees. Acts amended related to workmen's compensation, hours of labour, minimum wages, factories, shops, coal-mines, municipal superannuation and credit unions.

Workmen's Compensation

Among the changes made in the Workmen's Compensation Act certain amendments (1) reduce from 14 to 6 the number of days of disability required in order to be eligible for compensation for the first three days' loss of work, (2) abolish the workers' contributions of one cent per day to the cost of medical aid, (3) empower the Workmen's Compensation Board to provide for replacement and repair of dentures, eye-glasses, and artificial appliances, including artificial members, broken in the course of employment, and (4) extend the authority of the Board to bring under the Act industries and occupations not previously covered.

A master, mate, engineer, seaman, sailor, steward or fireman entitled to medical aid from the Sick Mariners' Fund under the Canada Shipping Act, 1934, is, in future, to be eligible under the British Columbia Workmen's Compensation Act for any necessary additional medical aid which is not furnished under the Shipping Act.

Applications for compensation are required to be made, as heretofore, within one year from the date of accident or death, but the Board may, on proof of the accident and injury being filed within three years from its occurrence, pay the compensation, if, in its opinion, the claim is a just one and ought to be allowed.

Another amendment requires the doctor to furnish a report to the Board within three days after his first attendance upon an injured workman, to report at intervals of not more than 30 days during the period of disability and, finally, within three days after the workman is, in his opinion, able to resume work. A specialist whose opinion is requested must report within three days of his last attendance on the workman, or if he is treating the workman regularly he must report as above.

All moneys in the hands of the Board, or hereafter collected, for medical aid are to be credited to the classes in which the employers were assessed, and all accounts for medical aid are to be paid out of the class funds, as is the case with compensation.

The sections relating to compensation for silicosis, with or without tuberculosis, were amended to provide that if a workman in either coal or metal mining has been exposed to silica dust in two or more classes or sub-classes of industry in the Province, the cost of compensation is to be apportioned among such classes on the basis of the duration and severity of exposure.

When a workman becomes disabled by pneumoconiosis, he or his dependents may claim compensation only if he was free from pneumoconiosis and tuberculosis before being exposed to dust conditions in British Columbia and if he meets the conditions laid down for compensating silicosis with respect to residence, exposure to dust conditions, and filing and establishing his claim within the period prescribed. The cost of compensation for pneumoconiosis is to be apportioned as for silicosis. These provisions, however, are not to prevent the Board allowing any case due to uncomplicated pneumoconiosis which it considers should be allowed.

The section dealing with an injured workman's right of action against a person other than his employer was amended in several respects. These amendments are to apply retrospectively to all actions in which final judgment has not been entered. The subsection allowing a workman to elect whether to claim compensation or to bring an action was amended to prohibit an action against any employer covered by the collective liability part of the Act or against the Crown. The section was also amended to make it clear that where an injured workman is entitled to an action, neither the making of an application for compensation nor the receipt of compensation bars that right. As before, in such a case the Board assumes the workman's right to an action but, as a result of the amendment, if more is recovered and collected than the amount of compensation to which the workman or his dependents are entitled, the

excess, less costs and administration charges, may be paid to the workman or his dependents. If in any such action brought by a workman, his dependents or the Board, it is found that the accident was due partly to the negligence of one or more employers who are within the collective liability system, no damages or contribution may be recoverable for the portion of the loss or damage caused by the negligence of such employer.

A further amendment provides that an application filed by a parent or guardian for compensation for a deceased workman's infant child must be deemed to be a valid election on behalf of such child.

It is also stipulated specifically that the provisions of the collective liability part of the Act are in lieu of all rights of action by a workman or his family against his employer not only for an accident but also for industrial diseases contracted on or after January 1, 1917.

Hours of Labour

By an amendment in the Hours of Work Act, in effect July 1, 1946, or earlier if proclaimed, the maximum weekly working-hours of employees in "industrial undertakings" are reduced from 48 to 44, except in emergencies where the Board of Industrial Relations considers extra hours necessary and not inimical to the interests of the employee and for which it gives permission in writing. "Industrial undertakings" include mines, factories, shipyards, lumbering, construction, road transport, shops, bakeries, hotels and restaurants and elevator operation.

Factories

An amendment in the Factories Act, also effective July 1, 1946, reduces the normal maximum hours of women and girls in factories from 48 to 44, and when overtime is permitted on not more than 36 days in the year, reduces the limits from 54 to 50 hours in a week.

Minimum Wages

The Male Minimum Wage Act was amended to reconstitute the Board of Industrial Relations in order to make it representative of organized groups of employers and employees and of the general public. It is henceforth to consist of not more than seven and not fewer than five members, instead of five, one of whom, the chairman, must be an officer of the Department of Labour. Three, four or five members are to constitute a quorum where the Board consists of five, six or seven members, respectively.

The Board is now to have power to limit the working hours of men, an authority it already

had under the Female Minimum Wage Act. In both Acts it is now stipulated that the limits on hours prescribed by the Board must not be incompatible with those prescribed by or under the Hours of Work Act.

Both the Minimum Wage Acts contain new provisions with respect to payment for overtime. Where the Board has, under powers conferred by any other Act such as the Hours of Work Act, permitted longer hours than the normal hours permitted by the statute, it may make an order under the Minimum Wage Act fixing a minimum rate for overtime. Such power may be exercised on the Board's behalf by the chairman or by any person nominated in writing by the chairman. Such an order may be made whether or not a minimum rate has been fixed by the Board for the regular hours of the establishment. An order may be made without inquiry, and publication in the *British Columbia Gazette* is not necessary. It will take effect at the time when it is made or other time fixed therein and will apply only to those employees in respect of whom overtime has been permitted. The Act stipulates that the minimum rate for overtime prescribed by the Board must not be less than any overtime rate fixed by collective agreement between employer and employees.

Shops

In line with the reduction of weekly hours from 48 to 44 in the Hours of Work Act, the Shops Regulation and Weekly Half-holiday Act was amended to prohibit boys and girls under 16 being employed in shops more than 44 hours in a week. The provision that no child under 14 may be employed in a bake-shop was repealed as conflicting with the prohibition of employment under 15 in the Control of Employment of Children Act, 1944.

Other amendments in the Shops Act include shoe-shine stands among the businesses to which it applies, and give municipal councils authority, on petition of not less than three-fourths of the occupiers of shops of any class, to require the closing of all shops of their class for one whole day in a week.

Every by-law requiring the closing of garages, repair-shops or service-stations must permit as many of such places of business as are necessary for the accommodation of the public to remain open after the hour for closing appointed by the by-law, those remaining open to be nominated in writing by three-fourths of the occupiers of such work-places, or failing such nomination, appointed by the council. The council may, in any such by-law, require that the places permitted to remain open must remain so continuously for such hours and on such days as the council stipulates.

Holidays with Pay

The Annual Holidays Act, to come into operation on July 1, 1946, if not proclaimed in effect before that date, provides for one week's holiday with pay for employees who work not less than 280 days in one year. The Act covers all employees in every industry, business, trade and occupation, except agriculture and domestic service.

This enactment in British Columbia brings it into line with Ontario and Saskatchewan which made legislative provision in 1944 for annual holidays with pay, Ontario for at least one week and Saskatchewan for two weeks. The Alberta Welfare Act, 1943, empowers the administrative board to require an employer to give his workpeople, after one year's employment, one week's holiday, or for longer employment, up to two weeks. Amendments of 1946 in the Quebec Minimum Wage Act and Collective Agreement Act enable minimum wage orders and collective agreements under these statutes to provide for holidays with pay.

Holidays, exclusive of statutory holidays, must be in an unbroken period and must be given within ten months after the employee is entitled to them. A period of work recognized as a working shift performed daily constitutes a day of actual work and the usual number of working shifts normally worked per week in the establishment constitutes six days of actual work. The holiday pay will be at least: for hourly-paid employees, the amount earned at prevailing rates for the regular number of hours per week; for those paid weekly, the amount earned regularly per week; for those paid semi-monthly, one-half the regular semi-monthly pay; and for those paid monthly, one-quarter of the regular monthly pay.

Where an employee ceases to work during the course of a working-year and has not received holidays, the employer must pay him at the end of his employment, in addition to all other amounts due to him, the equivalent of one-eighth of a day's pay for each week of actual work performed. An employer must pay to an employee leaving his employment a week's wages in lieu of the annual holiday to which he was entitled and which he has not received.

The Minister of Labour, or his duly authorized representative, may at any reasonable time inspect an employer's books or records, the entries of which he may require the employer to verify by statutory or other declaration, or require any person to furnish information necessary for the enforcement of the Act. Failure to comply with the provisions of the Act, the making of a false or misleading state-

ment or interference with the Minister in the exercise of any power conferred on him are punishable, for a first offence, by a fine of from \$25 to \$100 and, in default of payment, imprisonment from 10 to 30 days, and, for subsequent offences, from \$50 to \$200 and, in default of payment, imprisonment from 30 to 90 days. An employer convicted of failure to pay any money that he is required to pay under the Act must pay the employee such money in addition to any penalty imposed.

Nothing in the Act may affect more favourable conditions which may be put into effect by mutual arrangement between employers and employees or provided for under any other Act or agreement.

Attachment of Wages

Verbal changes were made in the prescribed forms under the Attachment of Debts Act.

Coal Mines

An amendment in the Coal-Mines Regulation Act, to come into effect by Proclamation, requires owners, agents or managers of mines employing more than 15 workers below ground (1) to provide for those employed above and below ground, washing facilities in a building not used for other purposes and accommodation for drying and changing their clothing; (2) to maintain all bunk-houses, cook-houses, dining-rooms and wash-houses in such sanitary condition as may be approved by the Inspector of Mines; (3) to provide in mines where egress to the surface cannot be conveniently obtained, suitable places for sanitary uses, constantly maintained in a sanitary condition, and similar suitable outhouses in convenient positions contiguous to the surface works.

Amendments proposed in a private Member's Bill were defeated. These would have provided for 16 hours off between all shifts in coal mines, and for abandoned coal mines to revert to the Crown.

Credit Unions

Changes in the Credit Unions Act increase the amount that a credit union may invest in fully paid shares of a co-operative association consisting only of credit unions ten or more in number. Such sum may not exceed \$5 but may be increased by \$25 for every 1,000 shares of the credit union that are fully paid up. Previously, the amount stipulated was \$5 for every 1,000 shares.

A further amendment permits a credit union, on the authorization of the Inspector and under conditions fixed by him, to make loans to its members of from \$100 to \$300 without

security other than the covenant of the borrower. Formerly, \$100 was the maximum loan permitted without security.

From net earnings after a reserve fund has been set aside, an amendment provides for giving additional remuneration to any employee of the credit union, and, for the promotion of thrift and for education in co-operative principles, an amount to be decided on by the members rather than a stated sum of not more than five per cent.

If the Inspector makes an unsatisfactory report to the Minister respecting a credit union, the Minister may suspend not only the right of the credit union to accept applications for shares or loans but also its right to redeem any shares or make any return of moneys paid for shares without the Inspector's approval.

Municipal Superannuation

By an amendment in the Municipal Superannuation Act, drivers of public passenger-vehicles other than tramway vehicles are classed with firemen and policemen as employees who are entitled to a superannuation allowance at the minimum age of 55 or the maximum age of 60 years, and provision is made for them to receive the same amount of service pensions as firemen and policemen are entitled to receive under the Act. A new clause stipulates that, with respect to a superannuation allowance, any employee to whom the Act applies whose annual salary is paid in 10 equal instalments must be considered as employed for a full year.

Teachers' Pensions

The Teachers' Pensions Act was amended to provide that an employee, who after serving in the Armed Forces resumes his employment and repays into the Pension Fund an amount equal to that withdrawn by him as a refund of his contributions, is entitled to reinstatement as a contributor and to be credited with the time of his employment before he obtained leave of absence or resigned. Such employee may make repayment into the Fund over a period of time equal to the time served by him in the Forces by such periodical payments as are agreed to by the Commissioner.

Provision is made for the payment of a superannuation allowance, based on the number of years of teaching and the amount of contributions made, to an employee, at 65 in the case of a man and 60 of a woman, who has ceased to become a contributor because of loss of employment as a teacher for a reason beyond his control and is unable to return to teaching as a contributor within the two-

year period referred to in the Act, if such person has not obtained a refund of the amount to his credit in the Fund. In the event of death before 65 or 60, as the case may be, the employee must be deemed to have died in service and the provisions of the Act governing the granting of an allowance to a widow or dependent relative will apply. The Act also provides for an allowance, in the case of the death in service of a male employee having had not less than 10 years' service, to his widow, if any, or to a father, mother, sister or brother who was wholly dependent on him for support and previously nominated by the deceased in writing.

Slum Clearance

The Slum Clearance Assistance Act authorizes the Government to borrow or raise from time to time a sum of money not exceeding \$500,000 for grants to municipalities in order to assist in defraying the cost of acquiring and clearing land suitable for low-cost or moderate-cost rental housing projects.

Where a municipality obtains a grant for slum clearance from the Dominion Minister of Finance under the National Housing Act, 1944, the Lieutenant-Governor in Council may make a grant to that municipality out of the moneys referred to above. A grant under this Act must not exceed 50 per cent of the total cost that remains after deducting (a) the amount of the Dominion grant; and (b) the cost at which the land is sold to a limited dividend housing corporation or an insurance company for the purpose of constructing thereon a rental housing project. If, at the time of application, it is not possible to ascertain the total cost, the amount of the Dominion grant or the cost at which the land is to be sold, the Lieutenant-Governor in Council may make advances to the municipality on account of the grant.

Bill Not Passed

A private Member's Bill to amend the Apprenticeship Act failed to pass. It would have defined "employer" as any person, firm, corporation or Provincial or other public authority employing mechanics, helpers, labourers, apprentices or other employees in connection with any designated trade, and provided that any person, with the Minister's approval and on recommendation of the Provincial Apprenticeship Committee, may be required to attend a technical school, either at the beginning or during the life of his contract of service. At least one-third of the time of such attendance would be credited to the apprentice as part of the contract of apprenticeship.

Resolutions

A resolution adopted on April 10 recommended that the Government urge the Dominion Government to repeal the present regulations which reduce the pension payable to a blind pensioner upon marriage to another blind person.

A rejected motion of April 10 asked that the Government confer with the Dominion Government with the object of securing a long-term low-interest loan to be guaranteed and administered directly by a provincial housing authority for the purpose of remedying the housing shortage. In its place a resolution was carried urging the Dominion to make available immediately the necessary lumber, plumb-

ing, electrical and other building materials required to complete the homes already under construction and to erect the many thousands of additional homes needed.

A resolution, defeated on March 27, proposed that the Male and Female Minimum Wage Acts be consolidated into one in order to adopt the principle of equal pay for equal work regardless of sex.

A resolution of the same date urging that minimum wages in the mercantile industry be raised in accordance with those now prevailing in the industry was withdrawn.

A motion to include domestic servants in the Hours of Work Act, the Female Minimum Wage Act, and the Workmen's Compensation Act was defeated on April 10.

Recent Regulations Under Dominion and Provincial Legislation

IN Alberta, a new Order provides for most workers an annual holiday with pay of one week after one year's employment and of two weeks after two years. In British Columbia, the Minimum Wage Orders are being revised. Seven Orders have already been replaced, and an interim blanket order has been made raising from July 1 the rates in all other orders by 20 per cent. The Workmen's Compensation Act has been extended to workers in shops, hotels and lodging-houses, building-maintenance, catering and licensed beer parlours, barber and beauty shops, stockyards, broadcasting stations,

private hospitals, janitor service, places of amusement and several other occupations. In Manitoba, the fair wage schedule for the 1946 season fixes higher rates for most construction workers. The Manitoba Power Commission has made regulations concerning licences, inspection and standards for work under its jurisdiction. In Saskatchewan, new Minimum Wage Orders have been issued increasing minimum rates by about 12 per cent. Regulations under the Annual Holidays Act set out the arrangements that may be made for the annual holiday and the pay for it.

Dominion

Merchant Seamen Special Bonus Order

Certain seamen formerly ineligible under the Merchant Seamen Bonus Order (P.C. 3227) of May 3, 1945 (L.G. 1945, p. 913) will receive the special bonus for merchant seamen who served during the war of 10 per cent of their total earnings as a result of an amending Order in Council (P.C. 2149) of May 28, gazetted on June 3. A seaman who served at least six months between September 10, 1939, and April 1, 1944, will receive the bonus even if he did not sign an agreement to serve at sea for the duration of the war, or did not apply for the bonus before January 1, 1946, because of circumstances beyond his control but applied before September 1, 1946. Other seamen now eligible are Canadian citizens or residents who served on certain British ships and who were engaged and discharged in Canada or who were assigned for a time by the Regional Director of a Canadian Manning Pool to British ships.

Family Allowance Regulations Amended

Amendments made to these Regulations (P.C. 5093) of August 3, 1945, (L.G. 1945, p. 1530) by an Order in Council (P.C. 2316) dated June 7 and gazetted July 6, provide for the establishment of an appeal committee in each province and one for the Territories to hear appeals relating to allowances, give the Director of Family Allowances power to have a family allowance paid to another person or agency instead of to the recipient when the latter does not exclusively apply the allowance towards the child for whom it is being paid, and make some minor changes in the rules regarding registration and in the registration forms.

An Order in Council (P.C. 6588) of November 6, 1945, made some slight changes in the Regulations including one which permits the registration of a child or of an allowance to be cancelled at the request of the parent.

Provincial

Alberta Labour Welfare Act

An annual holiday with pay of one week after one year's employment and of two weeks after two years must henceforth be given to all workers other than coal-miners, farm labourers, and domestic servants according to an Order under the above Act dated June 24 and gazetted on June 29. More favourable provisions in collective agreements, etc., are not affected. An Order of March 25, 1946, replacing a 1945 Order provided for coal-miners annual holidays of one day for every 23 days worked in a month (L.G. 1946, p. 683).

The new Order defines one year's employment to be at least 275 days of actual work a year, the normal daily shift constituting a day, and the usual number of shifts worked in a week in any establishment being considered as six days. The annual holiday must be exclusive of the public holidays to which a worker is entitled and must be given as a whole and within ten months after the completion of a year's employment. A worker terminating his employment and who has not been given his holiday must be paid in lieu of the holiday.

British Columbia Hours of Work Act

Certain Orders under this Act, recently amended to limit from July 1 hours worked by employees to eight daily and 44 weekly, were amended by an Order gazetted June 27 and effective July 1. Workers on night shifts in the lumbering industry may now work 44 hours weekly in five nights but not more than nine each night; the previous limits were 10 and 48. Boatmen and emergency fire-fighters in the logging industry are now exempt from the Act, but cook and bunkhouse employees are exempt only in unorganized territory while those who operate and service donkey-engines are now within the Order.

In drug-stores, apprentices, certified clerks and pharmacists may now work no more than 88 hours in a two-week period nor more than 48 in any week nor nine a day; the limits were formerly 96, 52, and nine respectively.

Workers in the catering industry are no longer exempt from the limits set by the Act; they had been exempt to the extent that their hours on a split shift should be confined to 14 hours and that time over 12 hours should be paid at time and one-half their regular rates.

The weekly limit for shop workers in places other than Vancouver, North Vancouver, West Vancouver, Burnaby, Victoria, Esquimalt, Oak

Bay and Saanich, who may work 11 hours on Saturday or on the day before a statutory holiday, is now 44 hours instead of 48.

Employees in florists' shops who are exempt from the ordinary limits of the Act must not work more than an average of 88 hours, instead of 96, in a two-week period.

The fruit and vegetable industry which has been declared exempt during the summer by an annual order from the hours limits will now be exempt between June and November inclusive each year.

Men engaged in delivering milk may work 59 hours weekly provided that in a seven-week period they do not work more than 350 hours (formerly 378) or more than 10 a day.

Regulation 28B permitting longer hours for certain taxicab drivers is revoked.

British Columbia Male and Female Minimum Wage Act

INCREASED RATES

Effective July 1, when the Dominion Wages Control Order ceased to restrict the raising of wages provided the increase is in accordance with a provincial Minimum Wage Order, the minimum rates of wages applying to some 150,000 workers have been raised by the British Columbia Board of Industrial Relations by Orders gazetted June 27.

A single interim Wage Order increases by 20 per cent the rates which were established in 37 Orders. Orders applying to six industries or classes of undertakings have been revised; the minimum rates raised from 20 to 38 per cent and certain new or amended provisions made. These revised wage Orders apply to male and female workers in the hotel and catering industry (Order 52), in laundries and dry cleaning establishments (Order 74), and in the fruit and vegetable industry (Female Order 46, Male Order 47), to barbers (Order 42), men in shipbuilding (Order 20), and to women in offices (Order 34). For the first time, minimum rates were fixed for men working in hotels and restaurants and in laundries.

Another wage Order, (Order 4), gazetted and effective July 4, fixes a higher minimum wage for cooks and other bunkhouse workers in unorganized territories, amending Orders for the logging and sawmill industries accordingly.

Provisions concerning overtime and weekly rest for workers in resort hotels in unorganized territory were made by an Order (52A) amending Order 52 respecting hotels and catering.

Two new general Orders (Orders 2 and 3 respectively) declare rates in apprenticeship contracts the minimum rates for apprentices and stipulate that an employer who requires his workers to wear uniforms or other special apparel must supply and service it free of charge to his employees.

INTERIM ORDER

The Wage Orders which are amended by the interim blanket Order giving a flat 20 per cent increase and which will be later replaced by revised Orders are those for men and women in shops, transport, the shingle industry, janitor service and for elevator operators and bus-drivers; for women in manufacturing, fishing, telephone and telegraph service, beauty shops, and places of amusement; for men in logging, sawmills, woodworking, the Christmas tree industry, household furniture and box manufacturing, baking, for stationary engineers, patrolmen and first-aid attendants and, in certain places, for men in construction, carpentry, and painting and decorating and for taxi-drivers.

REVISED ORDERS

The provisions of the seven revised wage Orders and the new Order for cooks and other bunk-house employees are summarized below.

Overtime.—Time and one-half a worker's regular rate of pay must now be paid for all time worked over eight hours in a day or 44 in a week (the limits imposed by the recent amendment to the Hours of Work Act and effective July 1), or for time in excess of any higher limits permitted by the Board of Industrial Relations, in hotels and catering, laundries, and shipbuilding and for women in offices. Under the repealed Orders only to women in hotels and catering was time and one-half the regular rate required to be paid for overtime, which began after eight hours in a day or 48 in a week.

In the fruit and vegetable industry, punitive overtime rates have been required. But the time-limits for regular rates are reduced. For work beyond eight hours or 44 between December and May inclusive, and for work after nine hours in a day between June and November, when the industry is exempt from the Hours of Work Act, time and one-half must be paid, and double time between June and November inclusive for work beyond 11 hours in a day. Previously, time and one-half was required for work over 10 hours in a day and double time for work over 12.

Short Time.—As in the repealed Orders, provision has been made to safeguard the

minimum rate when the weekly hours are reduced or in the case of establishments regularly operating less than 44 hours.

The regular weekly minimum applies to a specified range of working hours varying from 36 to 44 in offices, and from 40 to 44 in hotels and catering and barbering.

Minimum Rates.—Full-time employees in hotels and catering must now receive a minimum of \$18 a week instead of the \$14 rate formerly fixed for women, and the part-time minimum is 45 cents an hour instead of 37½ cents.

The minimum for women working full-time in offices is now \$18 instead of \$15 a week, and for part-time it is 50 cents an hour instead of 40 cents. In laundries, the minimum rate has been raised from 31 cents to 40 cents an hour. In the fruit and vegetable industry the male minimum is now 48 cents an hour instead of 38 cents, but as before 15 per cent of the workers may be paid at a lower rate, 38 cents; for women the new rate is 40 cents instead of 30 cents but 10 per cent may be paid at 35 cents an hour. In shipbuilding a minimum of 90 cents an hour replaces the 67½-cent rate for journeymen, 60 cents replaces the 50-cent minimum for other workers but 10 per cent of these workers may be paid 45 cents an hour. For barbers, the minimum for full-time workers is now \$25 a week instead of \$18 and the part-time rate 65 cents an hour instead of 45. For cooks and bunk-house employees in unorganized territories, the minimum is now 50 cents an hour instead of \$2.75 a day.

Deductions for accidental damages or breakages by workers are prohibited in the Orders for laundries, hotels and catering, and cooks and bunk-house employees. The latter Order again limits deductions from wages for meals and lodging to 20 cents per meal or \$4 for 21 meals, and \$2 for 7 days' lodging.

The new and old minimum rates for experienced workers in some classes of establishments are shown in the accompanying table.

	Factories	Shops	Offices	Hotels and Catering
<i>Women</i>				
Old Rate ..	\$14	\$12.75	\$15	\$14
New Rate ..	\$16.80	\$15.30	\$18	\$18
<i>Men</i>				
Old Rate ..	40 hr. \$15	...	...	...
New Rate ..	48 hr. \$18	...	...	...

Learning Period.—For occupations requiring some degree of experience before satisfactory service can be given, lower rates are established for inexperienced workers rising usually by stages to the full minimum rate at the end of the learning period. As before, however, no

learning period is fixed for those in the fruit and vegetable industry, in barbering or shipbuilding. In hotels and catering, it is still three two-month periods but at \$12, \$14 and \$16 respectively instead of at \$9, \$10.50 and \$12 weekly. The learning period has been reduced in offices. It is the same as in hotels and catering, as are the new rates. Formerly girls over 18 in offices received at least \$11, \$12, \$13 and \$14 for each of four three-month periods and those under 18 the same rates for each of four six-month periods. In laundries, the new hourly rates are 31, 34 and 37 cents for three two-month periods; they were 21, 24 and 27½ cents for three four-month periods.

Minimum Working Period.—A new provision in the seven revised Orders, except those for shipbuilding and the fruit and vegetable industry, requires a worker called to work but for whom there is no work to be paid at least two hours' pay or for the entire waiting time if longer. As before, hourly-paid workers in hotels and restaurants, offices, barber-shops and laundries who work part of a day must be paid for at least four hours; in laundries the minimum period is three hours on Saturdays. In the fruit and vegetable industry the minimum for men is \$1.44 and for women \$1.20.

Weekly Rest.—A weekly rest of 32 consecutive hours is provided for the first time for workers in hotels and catering, offices and laundries. Notice of the rest period must be given. The Board of Industrial Relations may approve other arrangements in exceptional cases when the employer and employees apply for such a change.

Maximum Work-Spell.—As before, workers in the fruit and vegetable industry must be given an hour off after not more than five consecutive hours of work, but the Board may approve a rest period as short as a half-hour, if 75 per cent of the workers sign a petition requesting a shorter one.

Semi-Monthly Payment of Wages.—The Orders stipulate that wages earned up to a maximum of eight days before pay-day must be paid at least semi-monthly to workers in hotels and catering, laundries, the fruit and vegetable industry, shipbuilding, to barbers and to cooks and bunk-house employees in unorganized territory. The Semi-Monthly Payment of Wages Act as revised in 1939 makes this provision for manufacturing, construction, mining, shipbuilding and logging and it may, by regulation, be extended to other industries and occupations.

Other Provisions for Hotel and Catering Industry.—By the Order applying to hotels and catering work, which include such places as boarding-houses, clubs, restaurants, dance-

halls, hospitals (excluding nurses), dining-rooms in connection with industrial and commercial establishments, and schools (excluding students), night work of women is prohibited, except on Christmas and New Year's Day or on any other day specified by the Board, between 1.30 a.m. and 6 a.m. unless employment during this period is continuous, but this rule does not apply to hospital employees who live on the premises or where the Board grants exemption to those employed in catering.

No employer may require a woman in these establishments to begin or finish her working-shift between 1.30 a.m. and 6 a.m.

In addition, the Order requires an employer to provide suitable rest-rooms and adequate toilet and wash-room facilities for his workers. If the employer fails to make satisfactory provision, the Board may indicate the provision to be made and the time-limit within which the employer is to comply.

Special provisions for resort hotels in unorganized territory between June 15 and September 15 are made by an Order gazetted and effective July 4. Men and women may work up to 10 hours a day and 52 a week, and there is no prohibition of work by women between 1.30 and 6 a.m., the weekly rest-period for all workers is at least 24 hours and their over-time pay begins after 44 hours a week instead of after 8 in a day or 44 in a week.

Enforcement.—All the Orders reproduce provisions in the Acts which require an employer to keep records in English of wages paid, hours worked and the names, ages, nationalities and addresses of his workers, and to keep posted in a conspicuous place in his establishment a copy of the Wage Order which applies to him and his workers and of a schedule setting out the daily shifts and intervals free from duty of each of his employees.

British Columbia Workmen's Compensation Act

Workers in retail stores, in the catering industry, in hotels and lodging houses with at least 10 bedrooms, in apartment and commercial buildings and licensed beer parlours, have been brought within the Act from July 1, and in land surveying, auctioneering, private schools, and clubs, nursing homes, dental laboratories, barber and beauty shops, photography studios and photo printing shops, stockyards, and broadcasting stations, but not players and artists, from August 1, provided the employer has at least three workers other than members of his family.

Private hospitals, janitor service, floor polishing and waxing service, theatres, golf courses, rinks, bowling alleys and billiard parlours and park operations but not players and artists in any of these have also been brought within the Act from August 1, provided an employer has at least one workman other than a member of his family.

Manitoba Child Welfare Act

Mothers' Allowances

That part of the Regulations of 1936 which establishes rules governing eligibility and the payment of mothers' allowances (L.G. 1936, p. 575) under this Act was replaced by Regulations dated June 20 and gazetted June 22. The only important changes relate (1) to the powers of the Director of Public Welfare to hold in trust or to use for the beneficiaries any cash or liquid assets owned by the beneficiaries and (2) to the eligibility of a deserted mother.

By Regulations issued on December 29, 1945, and gazetted January 12, the allowances were increased, a medical certificate required where the eligibility of a child depends on the continuous ill-health of its mother, and the Director of Public Welfare given the powers formerly exercised by the Child Welfare Board.

Manitoba Fair Wage Act

The annual schedule for rates of wages and maximum hours prescribed for certain public and private construction works in Manitoba (L.G. 1945, p. 1004) was gazetted on May 25,

1946, and will be in effect from June 1, 1946, to April 30, 1947.

"Public Work" applies to work under contract between the Minister of Public Works and an employer and includes construction, remodelling, demolition or the repairing or painting of buildings in Manitoba and to a highway, road, bridge or drainage construction work where the work is done outside the Greater Winnipeg Water District.

"Private Work", as defined in the Act, applies to the building, construction, remodelling, demolition or the repairing of any building or construction work in the Greater Winnipeg Water District, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council provided that the total cost of such work exceeds \$100. Maintenance work done by a regular maintenance staff on any property under the immediate control of the owner, tenant or occupant is not included where the work is not undertaken with the intention of selling or renting the property.

Most rates have been raised by five or ten cents an hour, and the new ones were approved by the Regional War Labour Board. Rates are not set in the new schedule, however, for asphalters, boilermakers, welders, teamsters, or for the use of trucks. As before, time worked in excess of the hours listed in the schedule, or on Sunday in emergencies, must be paid at the rate of time and one-half, and ordinary work on Sunday must be paid at double time rates.

The schedule follows:

FAIR WAGE SCHEDULE

The following schedule shall apply from and after June 1, 1946, on "Private Work" and on "Public Works", as described herein:

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't Work, Winnipeg and Radius of 30 Miles.		B—Other than Area Described in "A" (applies to private work when population exceeds 2,000).	
	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week
1. Asbestos Workers—	\$ c.		\$ c.	
(a) Journeymen.....	1 00	44	1 00	50
(b) 1st Class improvers.....	0 85	44	0 85	50
(c) 2nd Class improvers.....	0 70	44	0 70	50
2. Bricklayers.....	1 35	44	1 20	50
(a) Helpers (continuously employed at mixing and tempering mortar). Subject to existing agreement between the Builders' Exchange and the Bricklayers' Union.	0 73	48	0 68	54
3. Bridge and Structural Steel and Iron Workers.....	1 10	44	1 10	50
4. Carpenters and Millwrights..... Subject to existing agreement between the Builders' Exchange and Carpenters' Union, Local 343.	1 15	44	1 00	50
5. Cement Finishers (in warehouses or large floor area jobs).....	0 80	48	0 75	54

FAIR WAGE SCHEDULE

The following schedule shall apply from and after June 1, 1946, on "Private Work" and on "Public Works", as described herein:

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't Work, Winnipeg and Radius of 30 Miles.		B—Other than Area Described in "A" (applies to private work when population exceed 2,000).	
	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week
6. Electrical Workers (inside wiremen, licensed journeymen).....	\$ c. 1 15	44	\$ c. 1 00	50
7. Elevator Constructors (passenger and freight).....				
(a) Helpers.....				
Subject to Agreement.				
8. Laborers—				
(a) Skilled—Comprising the following: Placing or assisting mechanics in the placing of Cut Stone, Architectural Terra Cotta, Marble (real or imitation), Roofing Slate and Shingles, Plaster Castings, Ornamental Bronze and Iron, Interior Joinery, Laying Drain Tiles, Attending Concrete Mixer, Bending and Placing Reinforcing Material, Movable Scaffolding and Runways.....	0 68	48	0 63	54
(b) Laborers.....	0 60-0 63	48	0 55-0 60	54
9. Lathers.....	1 00	44	1 00	50
10. Linoleum Floor Layers.....	0 70	48	0 65	50
11. Marble Setters.....	1 30	44	1 15	50
(a) Helpers (all men assigned to help tradesmen).....	0 73	48	0 68	50
12. Mastic Floor Kettlemen.....	0 60	48	0 60	50
13. Mastic Floor Rubbers and Finishers.....	0 70	48	0 70	50
14. Mastic Floor Spreaders and Layers.....	1 00	48	1 00	50
15. Operating Engineers and Firemen on Construction—				
Class A:—Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clamshells or orange peels, regardless of capacity; or operating steam shovels or draglines of one yard capacity or over, or operating drop hammer piledrivers; in all cases irrespective of motive power.....	1 20	48	1 00	50
Class B:—Engineers in charge of hoisting engines having only two drums or of single drum, used in handling building material; or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1 15	48	0 95	50
Class C:—Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act"; or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent irrespective of motive power.....	1 05	48	0 90	50
Class D:—Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same.....	0 80	48	0 70	50
Class E:—Operators operating concrete mixers over $\frac{1}{2}$ yard capacity or bull dozers up to and including size D4 or equivalent irrespective of motive power.....	0 80	48	0 70	50
Class F:—Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled laborers.....	0 70	48	0 60	50
16. Painters, Decorators, Paperhangers and Glaziers.....	1 00	44	0 95	50
Swing Stage (above 3 storeys).....	1 05	44	1 00	50
17. Plasterers.....	1 35	44	1 20	50
(a) Helpers (continuously employed at mixing and tempering material, including the making of putty and operation of machinery).....	0 73	48	0 68	54
18. Plumbers.....	1 25	44	1 15	50
(a) Helpers (all men assigned to help tradesmen).....	0 73	48	0 68	54
19. Roofers (Felt and Gravel).....	0 75	48	0 70	50
(a) Mop Handlers.....	0 60-0 63	48	0 55-0 58	50

FAIR WAGE SCHEDULE

The following schedule shall apply from and after June 1, 1946, on "Private Work" and on "Public Works", as described herein:

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't Work, Winnipeg and Radius of 30 Miles.		B—Other than Area Described in "A" (applies to private work when population exceeds 2,000).	
	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week	Basic Wage Rate Minimum Per Hour	Hours Maximum Per Week
20. Sewer Construction Work—	\$ c.		\$ c.	
(a) Caisson workers.....	0 80	48	0 75	54
(b) Diggers.....	0 70	48	0 65	54
(c) Laborers:—skilled.....	0 68	48	0 63	54
unskilled.....	0 60-0 63	48	0 55-0 58	54
(d) Pipe Layers.....	0 80	48	0 75	54
(e) Tunnellers.....	0 80	48	0 75	54
21. Sheet Metal Workers.....	0 90	44	0 85	50
22. Shinglers.....	0 95	44	0 85	50
23. Steamfitters.....	1 25	44	1 15	50
(a) Helpers (all men assigned to help tradesmen).....	0 73	48	0 68	54
24. Stonecutters.....	1 15	44	1 05	50
25. Stonemasons.....	1 35	44	1 20	50
(a) Helpers (continuously employed at mixing and tempering mortar).....	0 73	48	0 68	54
26. Terrazo Workers—				
(a) Layers.....	0 95	44	0 92½	50
(b) Machine Rubbers (Dry).....	0 80	48	0 72½	50
(c) Machine Rubbers (Wet) and helpers.....	0 70	48	0 65	50
27. Tile Setters including all clay product tile and vitrolite glass.....	1 30	44	1 15	50
(a) Helpers (all men assigned to help tradesmen).....	0 73	48	0 68	54
28. Tile Setters (asphalt and other composition tile).....	1 00	44	0 85	50
29. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	0 85	48	0 75	54
30. Truck Drivers (while in charge of truck on construction work only).....	0 70	48	0 65	54
31. Watchmen.....	25 00 per week			

All residents of Greater Winnipeg hired to work in the country on buildings shall be paid the Zone A rate except where other definite arrangements are made.

PUBLIC ROAD AND BRIDGE WORKS

The following schedule shall apply from and after June 1st, 1946, with the exception of permanent municipal employees on "public works" outside of the Greater Winnipeg Water District Area in all parts of Manitoba for highway, road, bridge or drainage construction work where a contract has been entered into by the Honourable Minister of Public Works:

Occupation	Basic Wage Rates Minimum Per Hour	Hours Maximum Per Week
	\$ c.	
Aggregate Batch Man.....	0 65	54
Asphaltic Oil Distributor drivers.....	0 70	54
Blade Grader (12 H.P. and over) operator.....	0 75	54
Concrete Finisher.....	0 70	54
Concrete Paver operator.....	1 00	54
Dragline, shovel and crane operator.....	1 00	54
Elevator Grader operator.....	0 75	54
Engineer, stationary boiler.....	0 80	54
Labourers.....	0 58	54
Motor Patrol operator.....	0 75	54
Roller operator, 6 ton and over, steel wheels.....	0 80	54
Scraper and Bulldozer operator.....	0 90	54
Spreader and Finishing Machine operator.....	0 70	54
Teamsters.....	0 55	54
Teamsters and two horse teams.....	0 80	54
Teamsters and four horse teams.....	1 05	54
Timber men (timber work where use of hammers, saws, axes and augers only are required).....	0 75	54
Tractor operator, 50 H.P. drawbar or over.....	0 75	54
Tractor operator, under 50 H.P. drawbar.....	0 60	54
Truck Drivers.....	0 65	54
Watchman and Flagman.....	25 00	
	per week	

Manitoba Power Commission Act

Regulations under this Act, gazetted June 8, lay down rules for issuing licences and permits, for inspection and standards for electrical work under the jurisdiction of the Power Commission. Regulations under the Electricians' Licence Act (L.G. 1942, p. 1439) laid down standards for work governed by that Act and provided for inspection by the Department of Labour. The latter Act applies to all electrical work not carried on by public service corporations or by municipal departments engaged in generating and distributing power in plants to which the public is not admitted, or engaged in operating railway transport systems. More recent regulations under that Act (L.G. 1946, p. 684) set rules for the examinations for certificates and fees to be paid.

A board of examiners, composed of three employees of the Power Commission, one of the Department of Labour, and a qualified electrician, will prescribe the subjects and examinations and issue general and limited licences which will expire each December 31. Those licensed under the Electricians' Licence Act will be considered holders of the general licence and may perform any work on works covered by the Power Commission Act and may employ up to three unlicensed helpers and one additional helper for each employee holding a general licence. A limited licence permits work where the current is single phase and the pressure not more than 150 volts to ground or 300 volts between phase wires on installations on a farm or residence or on commercial premises with a floor area not exceeding 1200 square feet and which are not a hazardous location; a licensee may employ up to two unlicensed helpers. Holders of general and limited licences are responsible for supervising their unlicensed helpers. A wiring permit enables its holder to do only work specified in the permit. On completion of any work, a holder of a licence or permit must apply for inspection and approval of the work. The Regulations also fix licence fees and give the board power to refuse to grant or to cancel licences but permit appeals to the Power Commission.

The rules for standards of work incorporate the latest edition of the Canadian Electrical Code, Part I, but the Power Commission may modify the provisions or waive compliance where strict adherence would cause undue hardship or expense and no undue hazard would be created. For work on commercial, industrial and public buildings with floor areas greater than 1200 square feet, on motor installations where the motor capacity exceeds 10 horsepower, or on such hazardous locations as refineries, oil warehouses, dry-cleaning plants,

paint and spray booths, motion-picture projection rooms, grain elevators, feed and flour mills, garages, filling stations, etc., plans must be submitted to the Commission for approval; the work, on completion, must be inspected by Commission inspectors and no power connection may be made until it has been approved. The Commission or its inspectors may disconnect or prohibit the use of any works deemed hazardous.

Nova Scotia Minimum Wage for Women Act

The Order under this Act governing employees in hotels, restaurants, boarding-houses, and hospitals and institutions was amended by an Order gazetted June 5, 1946, to make it clear that an employer who requires a worker to wear a uniform, etc. must supply, repair and launder it free of charge and may not reduce wages for such service. Formerly, it was merely stipulated that no reduction might be made from the minimum rate for the use, purchase or laundering of such apparel.

Quebec Apprenticeship Assistance Act

Apprenticeship Commissions for the building trades of Matane and for the barber and ladies' hairdressing trades of St. Francis District were incorporated by Orders in Council dated May 23 and June 20, gazetted June 1 and June 29 respectively.

Saskatchewan Annual Holidays Act, 1944

Regulations under this Act, which went into force on July 1, were made on June 14, gazetted and effective on July 2. The Act provides two weeks' holidays with pay after a year's employment for all employees including domestic servants who work only half-days, except those in farming, ranching and market gardening. The holiday may be taken in one period or in two periods of one week each.

The Regulations stipulate that an employer, who, by agreement with a worker who has been in his employ for less than a year, grants a holiday of one working day for each month the workman has been employed, must allow the holiday to be taken in one period and must pay to such employee for his holiday as holiday pay one-twenty-sixth of the total wages he has earned during the months he has been employed and for which the holiday is being given. If a worker takes his holiday on this basis he is not entitled to another until one year later.

An abstract of the Act and the Regulations, which the Act requires an employer employing three or more persons to keep posted in a conspicuous place, appears as a schedule to the Regulations.

Saskatchewan Minimum Wage Act

Effective July 22, new Minimum Wage Orders increase the minimum rates for most employees by some 12 per cent and apply the rates to all workers within the scope of the Act in places of 500 or more population and, for the season, in certain summer resorts. Farm labour and private domestic servants are excluded but the Orders apply to municipal employees. On July 1, the Dominion Wages Control Order ceased to restrict the raising of wage-rates when the increase is made in order to comply with a provincial Wage Order.

As before, the minimum rates are lower in towns than in cities, except for places of amusement and for janitors and charwomen. The higher rates, however, apply now not only to cities and within a five-mile radius but also to eight larger towns and their vicinity; these are Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melville, Shaunavon and Wynyard. The new rates for amusement places, now hourly instead of weekly, are the same in cities as in towns.

The old and new rates for certain workplaces are set out in tabular form below.

	Factories	Shops	Offices	Hotels and Catering
Zone 1*	\$	\$	\$	\$
Old Rate ..	16.80	16.80	16.80	16.80
New Rate ..	18.50	18.50	18.50	18.50
Zone 2*				
Old Rate ..	14	14	14	14
New Rate ..	16	16	16	16

Of the seven new Orders, Numbers 1 and 3 applying to the cities and larger towns and to the smaller towns, respectively, fix minimum rates for all workers within the Act except those employed: (a) in hotels, restaurants, hospitals, nursing homes, educational institutions (Orders 2 and 4, according to size of towns); (b) in places of amusement in any city or town of over 500 (Order 5); and (c) as janitors or as charwomen in apartment blocks or commercial buildings (Order 6). Order 7 applies to all persons employed in or within three miles of seven specified summer resorts except those in agriculture or private domestic work.

In addition to provisions to ensure the payment of the prescribed wage, the Orders relating to hotels, restaurants and like places, to

places of amusement and to summer resorts contain a section prohibiting the employment of children under 16, which is the minimum age for employment in factories in Saskatchewan.

Every employer within the scope of these Orders is required to keep posted a copy of the relevant Order in such a position in his establishment that it can be easily read by his employees.

GENERAL ORDER FOR CITIES AND LARGE TOWNS

Order 1 fixes a minimum of \$18.50 instead of \$16.80 a week for workers within its scope except those engaged principally in delivering messages or merchandise. For messengers on foot or by bicycle, the new minimum is \$12 instead of \$10 and for operators of horse-drawn or motor vehicles it is \$24 instead of \$16.80.

The rate applies to the "normal work-week" which is defined as 48 hours in a week or the number of hours customarily worked in an establishment in a week, if they are less than 48. When a public holiday falls in any week, the normal work-week is reduced by the number of hours ordinarily worked on that day of the week. A public holiday is defined as New Year's Day, Good Friday, May 24, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day, a civic holiday or a weekly half-holiday prescribed by statute or municipal by-law. A worker who has been employed by the employer for at least six months and who works on a public holiday is to be paid for that day or half-day at his regular rate increased in the proportion which the hours worked on the holiday bear to the normal work-week.

No learning period is provided for by this Order except that a student at law, or in accountancy or pharmacy whose employment is part of his training may be paid at a rate other than that prescribed if it is approved in advance by the Chairman of the Minimum Wage Board. The rescinded Order provided for lower rates for learners for two three-month periods.

Part-time workers, that is, those employed for less than the normal work-week except messengers on foot or bicycle, must now be paid at least 50 cents an hour instead of 35 cents, and, except in the case of school-children, they must be paid at least \$1.50 each time they are required to report for work. For part-time messengers the new minimum is 35 cents an hour instead of 25 cents. As before, unless the Board permits otherwise, the number of part-time workers is limited to 25 per cent of the full-time workers except that one may be employed

* Under previous Orders higher rates were fixed for cities than for towns; under new Orders higher rates the fixed for cities and larger towns, other rates for smaller places.

where there are less than four full-time workers.

Overtime is work beyond the normal work-week and must now be paid at time and a half the regular rate to any worker earning not more than \$35 weekly. The overtime rate was formerly 35 cents an hour or *pro rata* whichever was the greater.

GENERAL ORDER FOR SMALLER TOWNS

Under Order 3, applying as described above in some 49 towns and villages of over 500 population, the minimum rate for most classes for a normal work-week as defined above, is \$16 instead of \$14, the rate for full-time messengers on foot or bicycle, \$10 instead of \$7, and for operators of horse-drawn or motor vehicles, \$24 instead of \$16.80.

A part-time worker's minimum is 40 cents an hour instead of 35 cents and he must receive at least \$1.20 when called to work. There is no restriction on the number of part-time workers.

For overtime beyond the normal work-week by workers paid \$30 or less in a week, time and one-half the regular rate must be paid.

Other provisions are the same as those made by Order 1.

HOTELS, RESTAURANTS, HOSPITALS ETC.

Orders 2 and 4 apply to hotels, including boarding and rooming-houses where more than five beds are set apart for the use of boarders or lodgers, to restaurants, including non-public places where for a consideration meals are regularly supplied to more than five persons, and to hospitals, schools and nursing-homes.

In cities and the eight larger towns and within a five-mile radius of these places, the minimum wage in these work-places is \$18.50 for the normal work-week, instead of \$16.80. In the smaller towns and villages the minimum is \$16 instead of \$14 for the same period. The normal work-week under these Orders is not more than 48 hours, or if a public holiday occurs not more than 40 hours. Previous to these Orders, there were two three-month learning periods permitted at lower rates.

Part-time workers, those who work less than the normal week, must be paid at least 50 cents an hour in the cities and larger towns or 40 cents in the smaller places instead of 35 cents. There is a minimum of \$1.50 payable in both zones if employees are called to work. The number of part-time workers is restricted as before in cities and larger towns to 25 per cent of the number of full-time workers.

Overtime in excess of the normal work-week must be paid at time and one-half the

regular rate to workers in cities and large towns who are not earning more than \$35 per week and to those in smaller places earning \$30 or less in a week. One who works on a public holiday must be either paid at regular rate in addition to his regular weekly wages or be granted, within four weeks, time off in one period amounting to one hour for each hour or fraction of an hour he was required to be on duty.

Other provisions in the Orders stipulate that an employer who requires his workers to wear a uniform or any special apparel must provide, repair and launder it free of cost, and limit deductions for meals and lodging to 20 cents for each meal or 60 cents per day and 25 cents for each night's lodging. No deduction may be made for any meal not consumed by the worker.

New provisions of these Orders prohibit the employment of anyone under 16, restrict the hours of work within a period of 12 hours in any one day, and stipulate that a female who does not reside on the premises may not begin or finish work between 12 midnight and five a.m.

PLACES OF AMUSEMENT

Order 5 applies to billiard-rooms, bowling-alleys, skating-rinks (except persons employed to sweep the ice), dance-halls, theatres and other places where games of skill are carried on in all cities and towns with more than 500 people and within a five-mile radius. The new minimum is 50 cents an hour in any of these places; the former minimum rates were \$16.80 and \$14 a week for full-time employees in cities and in towns, respectively, and 35 cents an hour for part-time workers. At least \$1.50 must be paid to any worker called to work in any city whether or not he is on duty for three hours.

No child under 16 may be employed in any of these places of amusement.

JANITORS AND CHARWOMEN

Order 6 provides minimum rates for a new class: janitors, caretakers and charwomen working in any apartment block, boarding or rooming-houses (in which meals or beds are provided for a consideration for more than five persons), business block, office building or any building used for commercial purposes in any city or town of over 500 population and within a five-mile radius thereof.

The minimum is \$18.50 a week for an employee working more than 36 hours in any week for the same employer, and at least 50 cents an hour must be paid to one working 36 hours or less for one employer in a week.

SUMMER RESORTS

Another new order, Order 7, applies to all persons employed, except in agriculture or in private domestic service, in the summer resorts known as Carlyle Lake, Emma Lake, Kenosee Lake, Katepwe, Lebret, Regina Beach, Was-kesiu and within a three-mile radius of them during the season between June 15 and September 15 inclusive in each year.

Under this Order no employer may employ a child under 16. The minimum rate is 35 cents an hour and at least \$1.40 must be paid for each day on which a worker is required to report for duty. As under the hotel and restaurant Order, uniforms and other special wearing apparel which the employer requires a worker to wear must be supplied, repaired and laundered free of charge to the worker, and 20 cents a meal or 60 cents a day and 25 cents for each night's lodging are the maximum deductions which an employer may make for meals and lodging furnished to an employer and accepted by him as part payment of wages.

Saskatchewan Social Aid Act

Mothers' Allowances

The Mothers' Allowance Regulations (L.G. 1945, p. 916), made under the Child Welfare Act, have been rescinded, and re-issued under the Social Aid Act, 1944.

Saskatchewan Steam Boilers Act

Regulations governing examinations for engineers' and firemen's certificates were approved by Orders in Council dated June 14 and gazetted July 2. Regulations of April 18, 1945, laid down rules for the inspection and operation of pressure vessels (L.G. 1945, p. 917) and regulations of August 3, 1943 (L.G. 1943, p.

1298) adopted the Canadian Standards Association rules for the construction and inspection of boilers and pressure vessels and the C.S.A. Mechanical Refrigeration Code, and set forth rules for refrigerating engineers and for the inspection of refrigerating systems.

The new Regulations provide for issuing a permanent certificate, or a certificate of re-registration to the holder of a permanent certificate, to every candidate for an engineer's certificate who, on a written examination, receives the percentage of marks prescribed by the Act for his class, and a fireman's or provisional certificate, good for 12 months, to a candidate for such a certificate who passes an oral examination. Fees are set for examinations and certificates.

That part of the 1943 Regulations dealing with examinations for refrigerating engineers' certificates was amended to specify that a candidate must have had at least one year's practical experience in the operation of a refrigeration system with a capacity of three tons or more, or that he must have a first, second or third-class engineer's certificate and has had six months practical experience. The amendment also requires permanent certificates to be re-registered.

Saskatchewan Workmen's Compensation (Accident Fund) Act

All employees of rural telephone companies including operators were brought within the Act from August 2 by an amendment to the General Regulations (L.G. 1943, p. 1419) made by an Order in Council dated June 18 and gazetted July 2. The General Regulations provided for bringing all workers of rural telephone companies other than operators under the Act and a recent amendment to the Act removed telephone operators from the classes of workers excluded from it.

Legal Decisions Affecting Labour

Saskatchewan Appeal Court Holds that Union is Legal Entity for Purpose of Trade Union Act

A union under the Saskatchewan Trade Union Act, 1944, is a legal entity for the purpose of making application to the Labour Relations Board and to the Court of King's Bench for enforcement of the Board's Orders, and it cannot divest itself of that status when an application is made to a superior Court for a review of a Board Order which was made at the union's request. So held the Saskatchewan Court of Appeal on April 30, 1946, in unani-

mously dismissing an appeal by Lodge 1057, International Association of Machinists, from a rejection in the Court of King's Bench in Chambers of its request for a re-hearing of a preliminary objection in an application by the Acme Machine and Electric Company for a writ of *certiorari*.

The union had applied on June 26, 1945, to the Saskatchewan Labour Relations Board for an order under the Trade Union Act requiring the company to refrain from the "unfair labour practice" of failing to negotiate with representatives of the union. The Board made such

an order on August 14, 1945. In February, 1946, the company applied to the presiding Judge of the Court of King's Bench in Chambers for an order for a writ of *certiorari* to return to that Court the order of the Labour Relations Board and also for an order that the Board's order be quashed without actual issue of the writ. The notice of motion was returnable on February 12 and was served upon the Attorney-General and the Labour Relations Board in accordance with the Crown Practice Rules. It was served also on the president of the union.

The Trade Union Act gives the Labour Relations Board the authority to require an employer to bargain collectively, or to require any person to refrain from violating the Act or from engaging in unfair labour practices, one of which is "... to fail or refuse to bargain collectively with representatives elected or appointed (not necessarily being the employees of the employers) by a trade union representing the majority of the employees in an appropriate unit;" A certified copy of a Board order, filed in the office of the Registrar of the Court of King's Bench, becomes enforceable as a judgment or order of the Court.

During hearings on the company's motion, which had been adjourned from time to time, counsel for the Board took preliminary objection to the proceedings on the ground that the union, named as sole respondent, "is not a legal person or body or *quasi* body, corporate or politic, which may be made party in any action", and that the provisions of the Trade Union Act, 1944, do not alter the common law so as to endow the union with legal status. The presiding Judge dismissed the preliminary objections, and also a motion by the union asking him to hear the preliminary objections again. The union thereupon appealed.

Chief Justice Martin, after stating certain provisions of the Act, held these provisions give a trade union "a status at least for the purpose of carrying out the provisions of the statute," and that Lodge 1057

is a legal entity for the purpose of making applications to the Labour Relations Board; it is clothed with authority to make applications to the Court of King's Bench to enforce the orders of the Board and I am of the opinion that it cannot divest itself of the status given to it by the Trade Union Act, 1944, when an application is made to a superior Court for the review of an order of the Labour Relations Board which has been made at the request of the trade union. In the absence of plain language in the statute to the effect that a trade union cannot be named as a party in proceedings taken before a superior Court to question an order of the Board made at its request, I am not prepared to hold that it cannot be so named. There is no such provision in the statute. Our

attention was directed to sec. 21, which provides that a trade union shall not be made party to any action in any Court "unless such trade union may be made a party irrespective of any of the provisions of this Act." This provision is no doubt inserted in order to preserve the status of trade unions at common law and it has no application in my opinion to proceedings of the character here under review

Mr. Justice Mackenzie, concurring, declared that—

... having availed itself of the provisions of the Trade Union Act, 1944, 2nd sess., ch. 69, to apply for and obtain in the corporate capacity authorized by that Act an order requiring the respondents to refrain from an unfair labour practice, the appellant cannot now, in the proceedings taken by way of *certiorari* to question the validity of such order, be heard to contend that it should have been served with the notice of motion initiating such proceedings as if it had applied for and obtained the order in a non-corporate capacity

Mr. Justice Gordon agreed with these opinions and dealt with the union's argument that the motion as constituted was contrary to the procedure laid down in the King's Bench Act and the Crown Practice Rules, that it was not an "action" within the meaning of that statute and that the union had no legal existence and would have to proceed by way of a representative action. He was of the opinion that these arguments failed. *Mackay and Mackay v. International Association of Machinists Lodge No. 1057, Saskatoon, (1946) W.W.R. 257.*

English Employer Liable When Inadequate Guards Permit Injury to Operator of Neighbouring Machine

Pointing out that an employer is required by the Factories Act, 1937, to fence dangerous parts of a machine so as to make it safe not only for the operator but for every person working on the premises, the Court of King's Bench Division on November 30, 1945, awarded damages to an injured operator of a woodworking machine. The case is reported in the British *Ministry of Labour Gazette*, March, 1946.

The plaintiff, a press operator at the defendants' woodworking factory, was injured when part of a vertical spindle moulding machine, which was next to his machine, broke away and a piece lodged in his thigh. The injured worker claimed damages from his employer for breach of statutory and of common law duty to fence the spindle moulding machine. The defendants contended that the machine was fenced in compliance with the Woodworking Machinery Regulations which, where they applied, replaced Section 14 of the Factories Act and

required the protection only of the employee working the particular machine which was alleged to be insufficiently fenced.

Section 14 of the Factories Act, like the sections dealing with prime movers and transmission machinery, requires that every dangerous part of any machinery

shall be securely fenced unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced.

Regulation 17 of the Woodworking Machinery Regulations, which were recently amended in scope (L.G., 1946, p. 105) stipulates:—

The cutter of every vertical spindle moulding machine shall, when practicable be provided with the most efficient guard having regard to the nature of the work which is being performed.

The Court held that while the Regulations modified Section 14 in respect to woodworking machines by substituting prescribed guards and fences for the general requirement of secure fencing which would be otherwise required by the Section, they did not deprive certain classes of workers in a factory from their right to protection. Moreover, the evidence showed that the plaintiff would not have been injured if the Woodworking Regulations had been complied with. *Harrison v. Metropolitan Plywood Co.*, King's Bench Division, November 30, 1945.

English Court of Appeal Holds Gradual Disablement Caused by Vibrating Machine to be Injury by Accident

The appeal of a workman whom the County Court had refused compensation for a gradually increasing disability caused by a vibrating machine was allowed by the Court of Appeal on February 22. The case was reported in the British *Ministry of Labour Gazette*, May, 1946.

The appellant was a rotary fettler who had to hold a vibrating machine tightly in his left hand. After about one year, the fingertips of his left hand were becoming numb and, eventually, he became totally incapacitated. The County Court Judge who heard his application for compensation ruled that an injury by accident could only be said to occur when the workman was "suddenly and decisively attacked at his work." The Court of Appeal held that the workman was entitled to an award:—

each vibration was, as it were, an infinitesimal blow causing an infinitely small damage to the tissue. The fact that the condition causing the disability was the result of the cumulative effect of successive occurrences did not prevent its being accidental.

Fitzsimons v. Ford Motor Company Ltd. (Aero Engines), Court of Appeal, February 22, 1946.

U.S. Supreme Court Holds Preparations Made in Work-Place for the Job are Work Within Fair Labour Standards Act

Time necessarily spent by employees in walking to their work after punching the time-clock on the employer's premises, and in preparatory activities such as donning work-clothes, taping or greasing arms, preparing equipment and machinery, is "working time" within the provisions of the federal Fair Labour Standards Act. This was the opinion of a majority of the United States Supreme Court on June 10, 1946, in a case involving a Michigan pottery plant. Where the time so spent is a matter of a few seconds or minutes, however, it may be disregarded. The decision reversed the judgment of the Sixth Circuit Court of Appeals.

The Fair Labour Standards Act, 1938, requires time and one-half the regular hourly rate of pay to be paid for all hours worked beyond 40 in a week. An employer who violates the wage-and-hour requirements is liable to his employees for double the unpaid amounts as well as court costs and a reasonable attorney's fee.

At the pottery plant involved, the time counted as worked by the employees, most of whom work on shifts at piece-rates, is calculated from the even quarter-hour after the worker punches in to the quarter-hour immediately preceding the time when he punches out. Thus, an employee working the 8-hour shift between 7 a.m. and 4 p.m. and punching in at 6.46 a.m., out at 12.14 p.m. in at 12.46 p.m., and out at 4.14 p.m. is credited with the eight hours, or 56 minutes less than the time recorded by the clocks.

Seven employees and their local union brought an action in District Court under the Act, claiming that this method did not compute all the time actually worked and that they were thereby deprived of the proper overtime compensation guaranteed by the Act, since, they alleged, all employees worked approximately 56 minutes more per day than were credited by the Company.

The District Court referred the case to a special master who recommended its dismissal since the employees "have not established by a fair preponderance of evidence" that the company had violated the Act. It was found that the workers were not required to, and did not, work 56 minutes more per day than credited, that they had not proved that all the time between the hours recorded was spent in

working, and that productive work did not regularly begin until the scheduled starting time.

The District Court agreed with these findings except that it considered there was evidence that most of the workers were ready for productive work at from 5 to 7 minutes before the scheduled time and it therefore set a formula for computing this additional time. The company appealed successfully to the Sixth Circuit Court of Appeals which held that the onus was on the workers to prove that they did not receive the wages to which they were entitled.

On appeal, the Supreme Court, through Mr. Justice Murphy, declared that the time spent in walking to work benches after punching the time-clock and in preparatory activities at their work places.

... involve (s) exertion of a physical nature, controlled or required by the employer and

pursued necessarily and primarily for the employer's benefit... Work of that character must be included in the statutory work-week and compensated accordingly regardless of contrary custom or contract.

With respect to proof, the Court found that:—

In such a situation we hold that an employee has carried out his burden if he proves that he has in fact performed work for which he was improperly compensated and if he produces sufficient evidence to show the amount and extent of that work as a matter of just reasonable inference. The burden then shifts to the employer to come forward with the evidence of the precise amount of work performed or with evidence to negative the reasonableness of the inference to be drawn from the employee's evidence. If the employer fails to produce such evidence, the court may then award damages to the employee, even though the result may be only approximate.

Anderson et al v. Mt. Clemens Pottery Co., No. 342, (L.R.R. Vol. 18, No. 13, W.H. Cases 83), June 10, 1946.

Conference on Community Planning

A CONFERENCE to discuss methods of encouraging more community planning in the country was held in Ottawa on June 25 and 26, under the auspices of the Central Housing and Mortgage Corporation, an agency of the Department of Reconstruction and Supply. Major-General H. A. Young, Vice-President of the Corporation, acted as Chairman.

The conference, which was attended by delegates from the Provincial and Federal Governments, professional bodies and other associations, was opened by Right Honourable C. D. Howe, Minister of Reconstruction and Supply.

In outlining the position of community planning in the post-war development of Canada, Mr. Howe referred to the important place it held in the achievement of high levels of employment and social security. The war years, he said, had increased the growth of larger cities three times as much as they had grown in the previous ten years which, coupled with the substantial increment in the supply of modern and efficient plants and skills, made the best use of community resources imperative if achievement of "conditions of welfare worthy of the rich natural wealth" of the country is to be realized.

He stated that to realize the highest possible standards of living, Canadians must employ what we have in the most efficient way. "The most efficient employment of our people and our resources is increasingly dependent on the

efficiency and the amenities of the communities where we live, and the routes connecting these communities".

"Modest outlay on community and regional surveys and plans will make for better health and welfare for all time to come. Viewed in this light, planning is probably one of the least expensive kinds of social security."

Provincial spokesmen outlined legislation and operations existing in the community planning field in the various provinces.

Federal spokesmen proposed the formation of a national association which would provide facilities for the exchange of information between local citizens' planning groups in all parts of the country. It was pointed out that many cities and towns have possessed such groups for a long while, but lack of full information of progress in other localities tended to hinder the implementation of plans.

The proposal was overwhelmingly accepted by the conference and the draft by-laws of the Community Planning Association of Canada, prepared by a representative sub-committee were adopted. The draft constitution defined the object of the Association as being "to foster public undertakings of, and participation in, community planning in Canada". Its structure is to consist of Provincial branches and a National Council composed chiefly of branch delegates.

The conference ended with addresses by Mr. David Mansure, President of Central Mortgage and Housing Corporation and M. Jacques Greber, Director of the National Capital Planning Office.

Prices

Prices, Retail and Wholesale, in Canada, June, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

AN advance of 1·6 points to 123·6 was recorded in the Dominion Bureau of Statistics cost-of-living index between May 1 and June 1, 1946. As in preceding months, food price changes were mainly responsible for the increase. An index for this group rose 4·4 points to 142·1 following the removal of the 2-cent per quart consumer subsidy for milk sold at retail; fresh vegetables, fruits, eggs and meats also recorded price increases. Other groups to register advances were clothing, up 0·6 points to 124·3, home furnishings and services 0·3 to 122·4 and miscellaneous items 0·6 points to 112·1. Fuel and light at 107·2 and rentals at 112·6 continued unchanged.

Bi-monthly cost-of-living indexes for eight regional cities registered further sharp increases between April and June. These advances were supported mainly by substantially higher food prices though at most centres price increases were also noted for clothing, homefurnishings and services, fuel and miscellaneous items. The Saskatoon index, up 3·6 points to 125·3, registered the sharpest gain, followed by the Vancouver series 3·2 higher to 122·5. At other centres the following increases were recorded: Montreal 2·7 to 125·8; Toronto 2·6 to 121·9; Winnipeg 2·5 to 120·9; Halifax 2·1 to 122·4; Edmonton 2·1 to 120·4 and Saint John 1·9 to 122·5.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1946

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939 = 100

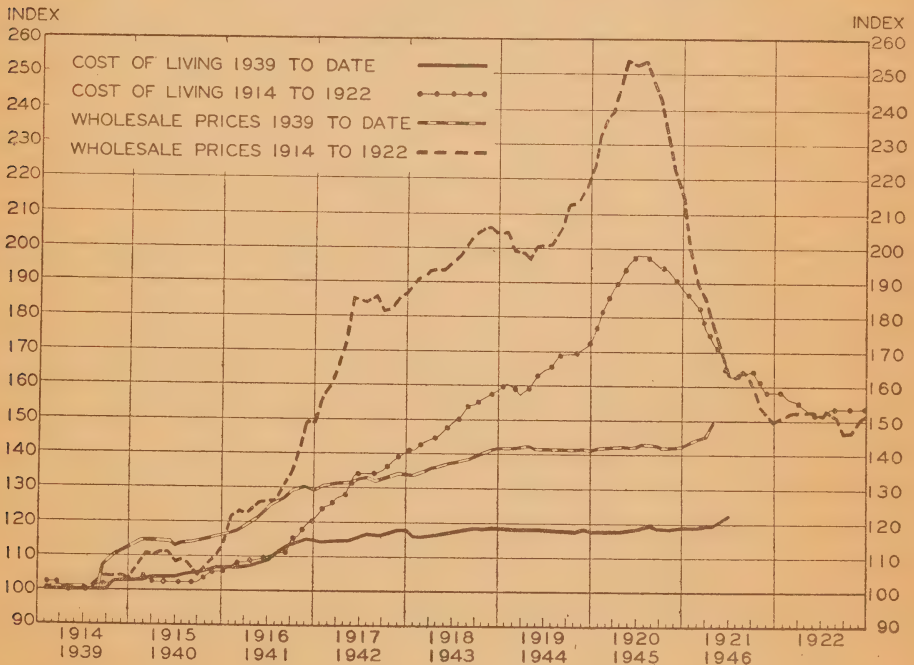


TABLE I—
DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month.

—	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1915.....		80.7	93.7	69.8	73.8	96.4	70.0		
1916.....		87.0	103.9	70.6	75.4	109.8	74.1		
1917.....		102.4	134.3	75.8	83.8	129.1	80.7		
1918.....		115.6	154.2	80.0	92.6	151.0	90.3		
1919.....		126.5	164.8	87.3	100.7	173.6	100.0		
1920.....		145.4	189.5	100.1	120.2	211.9	109.3		
1921.....		129.9	145.5	109.4	128.1	172.0	111.4		
1922.....		120.4	123.3	114.0	122.7	145.7	111.4		
1923.....		121.8	133.3	115.9	116.8	139.1	106.1		
1927.....		119.9	130.8	114.5	114.4	135.6	105.1		
1928.....		120.5	131.5	117.3	113.2	135.5	104.8		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1934.....		95.6	92.7	93.1	102.1	97.1	97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.2	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.7	120.1	110.9	126.2
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1

* Indexes prior to 1926 have been recalculated, resulting in revisions from figures previously published. Typographical errors in 1945 averages and in rent indexes for 1941 and 1944 have also been corrected.

† Commodities in the cost-of-living excluding rents and services.

Retail Prices

The accompanying table on retail prices of staple goods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE, 1946

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
Halifax.....	122.4	148.8	105.7	107.9	121.3	117.2	112.1
Saint John.....	122.5	140.0	107.8	115.7	124.3	118.9	111.8
Montreal.....	125.8	149.7	108.8	109.7	126.0	121.4	109.4
Toronto.....	121.9	139.6	111.1	116.3	122.8	118.7	112.2
Winnipeg.....	120.9	142.4	104.7	109.0	120.1	119.6	110.5
Saskatoon.....	125.3	148.6	115.1	110.4	121.3	123.4	110.6
Edmonton.....	120.4	144.3	100.7	93.5	126.1	121.0	111.2
Vancouver.....	122.5	145.3	100.5	114.5	127.9	122.3	110.3

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS AUGUST 1939—JUNE, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JUNE, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	Nov. 1944	Feb. 1945	May 1945	Aug. 1945	Nov. 1945	Feb. 1946	April 1946	May 1946	June 1946	Price June 1946
Beef, sirloin steak.....	lb.	100.0	120.7	154.1	153.8	154.1	154.8	154.8	154.8	155.2	155.6	156.6	43.7
Beef, round steak.....	lb.	100.0	125.7	166.7	166.7	167.1	167.9	167.9	167.9	168.4	168.8	170.0	40.3
Beef, rib roast.....	lb.	100.0	125.5	172.2	173.0	173.9	174.3	174.3	175.2	175.2	176.1	177.4	40.8
Beef, shoulder.....	lb.	100.0	132.7	161.6	161.0	161.0	161.6	162.3	162.3	162.3	162.3	163.5	26.0
Beef, stewing.....	lb.	100.0	136.7	169.0	168.3	168.3	168.3	168.3	168.3	169.0	169.0	169.8	21.4
Veal, forequarter.....	lb.	100.0	139.3	174.0	174.6	173.4	174.0	174.6	174.6	174.6	174.6	174.6	29.5
Lamb, leg roast.....	lb.	100.0	109.9	148.2	148.9	150.4	164.4	153.2	152.8	152.8	152.8	156.0	44.3
Pork, fresh loins.....	lb.	100.0	125.3	140.8	141.5	142.3	143.8	143.8	144.2	148.5	158.1	160.8	41.8
Pork, fresh shoulder.....	lb.	100.0	127.0	143.9	142.3	142.3	143.4	142.9	143.9	149.0	159.7	163.3	32.0
Bacon, side, med., sliced.....	lb.	100.0	132.3	140.6	140.9	141.2	141.5	142.5	142.5	146.5	157.2	160.9	52.3
Lard, pure.....	lb.	100.0	151.3	152.6	155.3	157.0	157.9	159.6	160.5	164.0	172.8	176.3	20.1
Shortening, Vegetable.....	lb.	100.0	134.7	136.8	136.8	136.8	137.5	137.5	137.5	138.2	138.9	140.3	20.2
Eggs, grade "A" fresh.....	doz.	100.0	156.4	171.1	141.4	137.2	155.3	180.9	144.1	143.4	143.1	144.1	43.8
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	96.3	96.3	114.7	12.5
Butter, creamy, prints.....	lb.	100.0	140.5	145.8	146.2	145.4	144.3	146.9	148.7	158.2	164.1	161.5	44.1
Cheese, Canadian, mild.....	lb.	100.0	174.6	164.4	164.4	163.9	164.4	164.9	166.3	166.3	167.3	168.3	35.0
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½ s.....	tin	100.0	129.9	138.7	137.7	136.8	137.7	137.7	137.7	137.7	137.7	138.7	14.7
Peas, canned, 2 s.....	tin	100.0	117.5	123.3	122.5	121.7	121.7	121.7	121.7	121.7	121.7	121.7	14.6
Corn, canned, 2 s.....	tin	100.0	128.3	133.6	133.6	132.7	132.7	132.7	132.7	132.7	132.7	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	133.3	133.3	133.3	133.3	133.3	135.3	135.3	137.3	137.3	7.0
Onions.....	lb.	100.0	105.2	116.3	112.2	106.1	142.9	126.5	134.7	144.9	155.1	163.3	8.0
Potatoes.....	15 lbs.	100.0	89.9	123.2	136.9	143.9	218.3	147.6	154.0	158.2	160.4	184.8	60.6
Prunes, medium.....	lb.	100.0	115.8	122.8	122.8	121.1	120.2	120.2	130.7	136.0	136.8	137.7	15.7
Raisins, seedless, bulk.....	lb.	100.0	104.0	113.2	102.0	109.3	107.9	108.6	117.2	123.8	127.8	129.1	19.5
Oranges, medium size.....	doz.	100.0	132.5	141.6	145.4	151.5	154.6	153.9	147.8	146.4	153.9	161.1	47.2
Lemons, medium size.....	doz.	100.0	111.3	144.6	143.7	141.2	147.7	147.4	150.5	146.2	145.5	145.5	47.3
Jam, strawberry, 16 oz.....	jar	100.0	111.3	114.5	115.1	115.1	115.1	115.7	118.7	122.4	125.4	125.4	20.6
Peaches, 20 oz.....	tin	100.0	105.1	*108.1	104.1	104.1	105.1	107.1	105.1	105.6	105.6	106.6	21.0
Marmalade, orange, 16 oz.....	jar	100.0	118.3	130.3	129.6	128.9	128.9	128.9	128.9	130.3	131.1	131.8	17.9
Corn Syrup, 2 lb.....	tin	100.0	138.0	155.7	155.3	158.2	158.2	157.7	157.7	157.7	159.4	159.4	27.3
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.4	131.1	131.4	131.4	131.7	131.7	131.7	132.0	132.0	44.6
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to June 1946 prices.

† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef										Pork									
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.																				
1—Charlottetown.....	44.2	40.6	37.7	28.1	22.7	.....	.....	42.6	35.3	49.6	21.2	20.6	42.7	11.0	45.6	35.2	7.3	4.6	6.0	10.0
Nova Scotia—																				
2—Halifax.....	45.0	41.6	38.2	27.2	24.0	23.8	47.0	44.0	30.1	51.8	20.9	20.4	48.2	13.0	46.8	36.3	8.0	4.5	6.2	9.9
3—New Glasgow.....	45.7	43.1	42.3	26.8	23.4	.....	.....	45.6	34.9	52.7	21.4	20.3	45.9	12.0	47.0	36.4	7.3	4.8	6.2	10.0
4—Sydney.....	49.3	43.0	.....	29.3	24.5	.....	.....	45.4	33.0	52.1	20.7	20.0	48.4	14.0	46.9	37.6	7.3	4.6	5.7	9.9
5—Truro.....	46.4	41.7	37.6	28.3	18.3	.....	.....	43.4	31.7	53.3	21.0	20.6	47.0	12.0	46.6	.....	6.7	4.9	6.0	9.9
New Brunswick—																				
6—Fredericton.....	46.6	42.5	46.4	27.0	20.6	29.7	.....	43.0	33.5	57.2	21.3	19.9	45.8	12.0	45.5	34.3	7.3	4.8	6.3	9.4
7—Moncton.....	45.7	41.9	42.5	27.1	21.1	30.0	.....	43.9	33.8	54.1	20.4	20.2	46.9	12.0	46.2	35.4	8.0	4.5	5.9	10.0
8—Saint John.....	45.6	43.1	38.9	26.8	22.8	.....	46.7	44.9	32.3	52.5	20.1	20.0	46.6	13.0	45.4	34.7	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	42.7	39.2	38.3	27.6	22.0	.....	45.7	33.0	33.6	56.6	21.5	21.5	48.4	12.0	44.2	33.4	6.7	4.3	.....	9.9
10—Hull.....	41.6	39.6	39.2	26.1	19.5	30.3	43.7	36.5	31.9	53.5	19.3	19.5	45.0	12.0	43.9	30.7	5.3	3.8	5.6	9.4
11—Montreal.....	43.4	40.3	43.2	24.6	20.7	28.9	45.1	38.3	31.6	52.3	19.6	19.6	46.3	12.5	44.3	34.6	6.0	3.7	5.8	9.1
12—Quebec.....	42.6	38.9	42.7	24.6	19.5	30.6	43.5	38.4	31.6	51.2	20.2	20.3	44.9	12.0	44.1	35.0	5.5	3.6	5.9	9.5
13—St. Hyacinthe.....	38.1	36.2	36.2	24.4	19.3	31.7	.....	33.9	29.2	49.5	20.7	19.7	42.1	11.0	43.4	33.0	5.3	4.1	6.0	9.8
14—St. John's.....	45.7	40.3	44.0	27.7	17.7	35.0	.....	33.7	53.0	20.2	19.9	44.3	11.0	43.8	33.0	5.3	4.1	.....	9.7	
15—Sherbrooke.....	44.3	40.8	41.0	26.9	19.1	33.6	.....	38.2	30.9	48.2	20.1	19.9	46.4	12.0	44.3	34.8	5.3	4.2	6.0	9.8
16—Sorel.....	41.1	37.2	41.9	25.2	19.7	.....	.....	37.4	30.3	52.5	20.6	20.2	44.6	11.0	44.1	33.0	5.3	4.1	5.3	10.0
17—Thetford Mines.....	36.0	37.8	33.3	26.1	18.7	.....	.....	29.7	30.7	43.3	19.5	19.7	43.5	11.0	43.6	.....	5.3	4.0	5.3	9.6
18—Three Rivers.....	40.5	38.6	37.0	26.0	21.8	.....	.....	34.4	30.5	51.6	20.9	20.0	44.1	12.0	44.3	34.7	6.0	3.9	5.5	9.6
Ontario—																				
19—Belleville.....	43.0	39.0	40.2	25.8	20.0	27.7	46.7	44.4	33.4	53.5	20.4	19.4	42.1	12.0	43.1	32.5	6.7	4.2	5.4	8.6
20—Brantford.....	43.8	40.6	40.5	26.1	19.0	30.0	45.0	43.8	32.7	52.2	20.1	19.7	43.3	12.0	44.7	35.5	6.7	4.2	5.6	9.1
21—Brockville.....	46.8	42.8	46.0	26.4	21.3	.....	47.7	40.8	31.9	53.8	20.4	19.3	42.5	12.0	42.4	32.6	6.3	4.0	5.4	8.8
22—Chatham.....	43.5	39.7	40.9	25.6	20.7	30.5	47.0	43.4	35.1	51.6	20.6	20.1	41.9	12.0	44.4	35.4	5.3	4.1	5.2	8.6
23—Cornwall.....	44.6	40.6	40.7	26.6	18.4	.....	.....	41.6	35.0	53.5	20.7	19.1	40.5	12.0	43.6	32.6	6.0	3.9	5.8	9.1
24—Fort William.....	43.2	39.9	37.2	25.6	21.9	.....	44.3	.....	.....	52.1	19.4	19.4	46.7	13.0	43.7	.....	6.0	3.9	5.1	8.8
25—Galt.....	44.0	40.7	40.4	25.0	22.4	30.0	.....	42.5	32.3	53.8	20.6	19.6	41.9	12.0	44.1	36.8	6.7	4.0	5.8	8.8
26—Guelph.....	44.4	41.0	41.6	26.9	24.4	32.4	45.0	44.5	33.7	51.4	20.3	19.8	41.1	12.0	44.3	35.9	6.0	4.1	5.7	8.8
27—Hamilton.....	44.3	40.8	42.0	25.7	22.7	30.1	46.2	43.6	32.8	54.0	20.0	19.4	44.4	13.0	44.4	37.7	6.0	4.2	5.5	8.8
28—Kingston.....	43.9	39.8	40.9	25.9	18.5	.....	45.0	42.2	31.1	52.9	20.2	19.5	43.0	12.0	44.1	33.3	6.0	4.3	5.5	9.2
29—Kitchener.....	43.3	40.3	41.7	25.6	22.9	30.4	44.4	43.9	31.9	53.4	20.3	20.0	41.3	12.0	44.4	34.3	6.7	4.0	6.1	8.8
30—London.....	43.8	40.5	41.6	25.8	22.1	30.0	46.1	43.9	30.9	52.3	20.3	19.5	44.1	12.0	44.3	34.5	6.0	4.0	5.6	8.8
31—Niagara Falls.....	43.0	39.6	40.9	24.8	20.2	29.8	44.3	44.3	30.3	51.8	20.7	19.6	44.1	12.5	44.4	.....	6.0	4.1	5.7	8.8
32—North Bay.....	43.8	40.4	41.7	25.6	19.2	.....	.....	.....	52.4	21.0	19.8	47.4	13.0	44.0	.....	.....	6.7	4.2	6.7	9.7
33—Oshawa.....	44.1	41.4	43.0	25.7	22.1	31.0	.....	43.7	32.5	52.4	20.7	19.6	44.0	12.0	44.4	34.0	6.0	4.0	5.6	9.0
34—Ottawa.....	44.9	41.8	43.1	26.2	21.9	30.3	46.5	41.5	31.4	55.2	20.1	19.4	44.3	12.0	44.1	32.0	6.7	3.8	5.9	8.8

COAL AND RENTALS IN CANADA, JUNE 1946

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen.	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-5	15-8	6-6	8-5	46-7	15-4	22-0	48-1	65-4	39-8	23-2	38-5	29-3	8-6	8-1	53-7	38-0	.....	11-90	24-00-28-00(b)	1
14-8	14-7	15-2	8-0	8-7	52-3	15-9	19-2	54-1	54-6	45-1	21-8	37-7	29-3	8-6	8-4	49-7	38-0	.....	12-63	27-50-31-50	2
15-0	14-7	15-1	7-0	9-2	57-4	16-0	.....	51-8	55-8	44-0	21-8	37-8	29-7	8-2	8-2	51-7	38-0	.....	.....	16-00-20-00	3
15-0	15-0	15-0	6-8	8-5	54-0	16-7	22-2	53-6	57-6	43-0	21-0	38-6	30-4	8-6	8-5	50-0	37-8	.....	7-08	18-00-22-00(b)	4
14-9	14-8	15-3	6-8	8-7	52-1	16-0	17-7	52-3	59-5	41-3	21-3	38-0	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
15-0	15-1	.....	6-9	8-3	49-6	16-0	20-0	49-2	56-2	42-7	20-7	39-8	29-3	8-5	8-3	49-8	37-9	.....	12-41	21-00-25-00(b)	6
15-0	15-0	14-8	7-0	8-0	49-2	16-6	21-2	50-8	54-9	42-7	21-0	38-3	28-7	9-0	8-9	51-0	38-0	.....	11-91	26-00-30-00(b)	7
15-0	14-8	14-8	6-9	8-2	50-8	16-1	18-5	54-8	55-9	43-1	20-9	36-6	29-4	8-5	8-3	47-8	38-0	.....	13-03	20-50-24-50(b)	8
14-8	14-9	15-2	6-9	9-3	58-9	15-7	18-5	51-8	55-0	42-8	.....	39-4	28-5	8-6	8-2	52-4	39-9	18-00	.....	.....	9
13-9	14-5	14-9	7-4	7-4	53-7	14-1	17-9	40-2	44-3	38-2	.....	35-7	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-5	14-0	14-3	7-0	7-5	53-4	15-3	19-0	43-7	40-4	38-9	20-3	35-3	27-8	8-0	8-0	46-8	39-5	16-75	.....	23-00-27-00(b)	11
14-2	14-7	14-8	6-9	7-9	51-8	15-7	19-8	47-8	49-5	41-0	.....	37-2	28-8	8-1	7-9	43-8	39-9	16-00	.....	27-50-31-50(b)	12
14-0	14-7	15-2	7-8	9-0	57-4	15-2	17-2	48-0	47-0	42-2	.....	36-9	28-7	8-0	7-9	42-9	40-3	15-75	.....	16-00-20-00(b)	13
14-0	15-0	15-0	6-6	8-4	56-6	15-0	18-7	47-5	49-3	.....	.....	37-6	.....	8-0	7-9	41-6	40-0	15-50	.....	.....	14
14-1	14-7	15-0	6-5	7-4	56-3	15-0	20-1	49-5	47-3	42-0	21-7	38-5	29-0	8-0	8-0	41-1	39-4	17-50	.....	20-00-24-00(b)	15
14-3	14-6	15-3	7-7	8-3	54-3	16-3	19-6	44-2	50-0	42-0	.....	37-6	29-5	7-9	7-9	46-7	39-4	16-25	.....	.....	16
14-5	14-7	15-3	6-9	7-7	53-7	16-4	19-5	48-4	47-6	39-7	.....	38-4	28-9	8-1	7-6	47-4	39-2	19-00	.....	14-00-18-00(b)	17
14-5	14-8	14-7	7-0	8-3	55-1	15-9	19-6	45-5	49-0	42-0	.....	37-6	28-4	8-4	8-0	46-9	40-0	16-00	.....	20-00-24-00(b)	18
13-0	14-1	14-7	6-4	7-9	53-5	16-1	18-2	42-9	47-4	41-3	.....	34-2	27-2	8-4	8-3	44-7	39-0	16-00	.....	.....	19
14-1	14-3	14-9	6-8	7-8	61-7	16-4	18-4	48-5	45-9	38-7	20-7	34-4	26-6	8-3	8-3	45-9	39-2	16-00	.....	22-00-26-00	20
14-0	14-1	14-7	6-4	7-9	54-6	16-8	19-6	50-4	47-5	.....	.....	36-0	27-8	8-3	8-1	44-7	38-4	16-00	.....	20-00-24-00	21
.....	14-8	15-0	5-9	8-0	61-4	.....	.....	39-2	39-7	.....	.....	34-5	27-2	8-5	8-5	41-6	38-2	16-00	.....	21-50-25-50	22
.....	14-7	.....	6-6	7-9	56-5	15-0	19-7	42-8	42-7	.....	.....	34-8	27-7	8-1	8-1	45-6	38-7	16-50	.....	23-00-27-00(b)	23
14-1	14-4	14-5	6-5	8-3	56-3	15-5	19-6	46-5	48-4	40-4	20-5	36-2	26-0	8-7	8-6	41-7	38-1	16-80	.....	25-50-29-50	24
14-3	14-2	14-4	6-6	7-7	61-8	14-3	21-0	47-0	47-5	39-7	.....	33-6	26-0	8-5	8-3	44-2	39-4	16-00	.....	22-00-26-00	25
14-4	14-5	14-7	6-6	7-9	53-7	17-1	18-9	45-9	45-1	39-8	.....	33-8	25-9	8-5	8-4	44-1	38-6	16-00	.....	22-50-26-50	26
13-5	14-0	14-3	6-3	7-7	62-2	16-3	18-5	49-0	46-1	40-7	19-3	34-2	26-4	8-1	8-1	42-7	39-2	15-50	.....	26-50-30-50	27
13-7	14-2	14-5	6-7	7-5	57-3	16-5	20-4	48-8	45-8	39-7	.....	36-4	27-2	8-0	7-9	43-8	38-9	16-00	.....	29-50-33-50	28
14-3	14-3	14-5	6-7	7-5	53-5	15-7	18-5	44-7	47-9	.....	20-4	34-5	25-9	8-6	8-4	41-7	39-4	16-00	.....	27-50-31-50	29
14-6	14-3	15-1	6-7	7-7	65-8	16-0	19-2	45-9	43-7	40-0	.....	33-5	25-4	8-6	8-4	43-4	39-2	16-50	.....	26-50-30-50	31
13-3	13-2	14-4	5-8	7-3	59-6	16-8	18-7	49-6	44-3	41-0	20-2	34-2	25-4	8-6	8-6	44-3	39-4	14-63	.....	25-00-29-00	32
14-3	14-3	15-0	6-5	7-8	55-7	15-7	22-0	49-0	48-4	.....	.....	35-6	28-0	9-0	8-9	49-7	39-6	17-25	.....	23-00-27-00	33
13-5	13-8	14-3	7-2	7-9	58-5	15-4	21-0	45-8	47-2	.....	.....	35-3	26-0	8-5	8-2	46-0	39-5	16-00	.....	25-50-29-50	33
14-3	14-4	14-6	6-9	8-0	57-1	16-2	19-9	47-2	46-2	40-1	.....	36-9	27-5	8-3	8-0	43-9	38-9	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronta per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, printa, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loin, per lb.	Fresh shoulder per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	42-9	40-1	40-1	25-7	23-1	.....	.....	43-3	31-6	50-0	20-0	19-6	40-2	12-0	44-4	33-8	6-0	4-1	5-4	9-3
36—Peterborough.....	45-3	41-9	42-6	26-3	21-6	32-6	.....	44-2	31-5	54-2	20-6	19-3	40-5	12-0	43-5	34-9	6-0	4-3	5-5	8-6
37—Port Arthur.....	44-2	40-3	41-0	25-0	22-6	29-3	41-7	41-2	31-3	56-1	19-1	19-2	46-7	13-0	44-3	35-8	6-3	4-1	5-3	8-9
38—St. Catharines.....	43-7	40-5	41-6	25-4	21-5	30-5	.....	44-7	30-2	55-2	20-8	19-5	44-9	12-5	44-3	35-3	6-0	4-1	5-6	8-9
39—St. Thomas.....	44-1	40-9	41-5	25-9	23-0	30-0	49-0	43-2	33-9	51-5	20-8	20-2	43-2	12-0	45-2	34-2	6-0	4-2	5-9	9-2
40—Sarnia.....	44-3	41-2	42-0	27-9	22-4	33-3	.....	43-0	32-3	52-6	20-5	20-3	44-2	12-0	45-3	34-2	6-0	4-0	6-2	9-2
41—Sault Ste. Marie.....	44-1	40-6	40-9	26-5	21-9	.....	42-6	41-4	33-7	52-3	19-7	19-4	46-8	13-0	44-4	34-1	6-7	4-0	5-7	8-8
42—Stratford.....	42-8	40-1	41-4	25-7	22-9	.....	.....	42-3	30-1	51-7	20-1	20-2	40-3	12-0	43-6	36-7	5-3	3-9	5-8	9-1
43—Sudbury.....	42-9	40-1	40-5	25-7	23-7	27-7	42-0	42-4	32-0	49-9	20-5	19-9	46-7	13-0	44-0	34-3	6-7	4-1	6-4	8-9
44—Timmins.....	43-6	40-2	41-6	25-9	21-7	29-7	43-8	.....	.....	50-4	20-9	20-0	46-5	14-0	44-1	35-7	6-7	4-2	5-5	9-4
45—Toronto.....	44-4	40-6	42-1	26-3	22-7	30-5	46-5	45-0	29-0	55-0	19-7	19-3	45-1	13-0	44-5	37-9	6-7	4-2	5-5	8-6
46—Welland.....	42-4	39-4	41-0	25-6	22-2	29-6	.....	44-4	32-3	49-7	20-7	20-0	40-9	13-0	45-1	36-0	6-7	4-1	5-2	8-9
47—Windsor.....	43-6	40-2	41-5	25-0	23-5	.....	43-6	44-4	32-7	51-3	20-2	19-6	43-1	13-0	44-3	36-0	6-0	4-1	5-0	8-9
48—Woodstock.....	44-3	41-0	41-7	26-0	18-7	.....	.....	44-0	31-3	50-2	20-3	19-7	42-3	12-0	43-0	33-2	6-0	3-8	5-9	8-8
Manitoba—																				
49—Brandon.....	43-4	40-0	41-3	24-8	19-6	.....	43-3	.....	.....	52-2	18-8	20-9	41-4	12-0	41-2	35-0	7-1	3-8	5-7	9-0
50—Winnipeg.....	42-5	38-3	36-0	24-9	21-0	27-5	41-4	42-2	33-6	54-6	18-5	19-8	43-8	12-0	40-7	35-3	8-0	3-7	5-2	8-7
Saskatchewan—																				
51—Moose Jaw.....	42-7	38-2	38-6	24-8	18-9	.....	42-7	38-6	29-6	50-5	18-3	21-3	40-3	13-0	41-3	.....	7-2	3-8	.....	8-8
52—Prince Albert.....	39-3	36-2	37-6	23-0	17-4	.....	.....	.....	.....	51-4	18-8	21-2	40-3	12-0	42-6	34-0	6-0	4-1	.....	8-7
53—Regina.....	42-1	38-9	38-5	24-6	21-6	26-0	42-4	39-0	27-8	50-1	18-6	21-9	41-9	12-0	41-2	35-6	6-8	3-9	5-7	9-1
54—Saskatoon.....	42-0	38-5	37-0	25-1	19-5	27-4	41-0	40-1	32-1	49-7	18-1	20-6	41-7	12-0	41-4	36-2	7-2	3-7	5-3	8-9
Alberta—																				
55—Calgary.....	43-7	39-6	40-0	25-0	21-4	27-0	40-6	.....	.....	54-6	18-4	20-5	42-3	12-0	42-2	36-0	7-2	3-9	5-4	8-7
56—Drumheller.....	43-6	39-6	38-4	25-3	20-6	24-3	.....	42-6	30-7	48-8	19-4	22-0	40-9	12-0	43-4	37-3	8-0	4-4	5-4	8-9
57—Edmonton.....	42-9	38-7	40-0	24-2	21-4	26-2	39-3	39-7	28-7	51-2	18-5	21-0	41-8	12-0	42-3	35-3	7-2	3-8	5-3	8-7
58—Lethbridge.....	42-2	38-0	37-8	24-4	18-0	25-0	42-5	40-5	29-5	48-6	19-0	21-5	42-0	12-0	42-1	.....	8-0	3-9	.....	8-7
British Columbia—																				
59—Nanaimo.....	47-0	41-8	44-2	28-0	24-8	.....	.....	.....	.....	52-8	20-8	21-2	41-8	14-0	44-9	.....	9-0	4-3	.....	9-4
60—New Westminster.....	45-0	40-3	41-8	25-8	23-8	29-7	42-9	43-4	32-6	53-1	19-9	20-3	41-3	12-0	44-8	36-0	8-5	4-1	6-0	9-2
61—Prince Rupert.....	44-3	42-0	44-0	25-7	24-0	.....	.....	.....	.....	55-2	20-4	21-8	46-5	17-0	45-0	38-0	10-0	4-9	.....	9-7
62—Trail.....	44-5	40-7	43-5	25-8	24-0	28-5	44-4	45-0	33-7	51-5	19-7	22-8	47-1	15-0	44-5	.....	9-0	4-0	5-7	9-3
63—Vancouver.....	46-7	42-0	42-6	26-7	25-3	28-0	43-9	43-7	32-9	55-0	20-2	20-1	41-6	12-0	44-3	35-7	9-6	4-2	5-7	8-9
64—Victoria.....	45-6	42-1	43-9	27-1	23-8	31-5	45-5	44-8	33-8	53-0	20-5	21-1	42-1	13-0	44-6	37-3	9-0	4-3	6-5	9-0

COAL AND RENTALS IN CANADA, JUNE 1946

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per 4 lb. package	Coal		Rent (a)	
Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
.....	14-3	14-0	6-9	7-5	63-8	15-1	18-6	46-7	48-5	.....	.....	35-4	27-6	8-6	8-5	47-8	39-2	16-50	.....	16-00-20-00	35
13-3	13-7	14-6	6-5	8-3	57-3	16-0	21-0	45-0	47-8	41-8	.....	35-7	26-4	8-7	8-5	43-5	39-1	16-75	.....	24-00-28-00	36
14-6	14-7	14-4	6-4	8-4	58-2	15-1	19-9	48-2	43-9	39-0	21-0	36-1	25-7	8-6	8-4	41-5	38-4	16-80	.....	23-00-27-00	37
13-4	13-5	14-0	6-3	7-9	66-6	15-5	21-4	43-9	45-4	39-4	18-7	33-8	26-4	8-5	8-2	43-9	39-5	15-75	.....	27-00-31-00	38
14-0	14-4	.....	6-8	8-1	68-8	16-0	20-0	50-1	45-7	39-4	20-6	34-7	26-2	8-7	8-6	45-1	40-0	16-00	.....	21-00-25-00	39
.....	14-8	.....	7-1	7-6	62-8	15-6	.....	47-7	44-6	.....	.....	34-8	27-7	8-8	8-7	44-9	39-3	16-50	.....	.....	40
14-7	14-6	15-0	6-2	7-6	60-9	15-9	.....	45-7	46-6	42-4	.....	35-0	26-7	8-6	8-5	40-8	39-0	17-00	.....	23-00-27-00	41
15-0	14-2	.....	6-4	7-6	61-7	16-0	20-4	45-5	45-9	39-4	19-5	34-2	27-5	8-8	8-6	45-6	38-7	16-00	.....	21-50-25-50	42
14-3	14-8	15-0	6-5	7-8	65-2	16-7	20-2	47-3	50-5	41-3	.....	35-7	28-7	8-8	8-5	44-8	38-9	17-75	.....	28-00-32-00	44
15-0	14-6	15-0	6-4	7-8	61-0	17-5	21-6	47-5	52-8	41-7	20-1	35-7	28-2	8-8	8-8	41-8	39-1	19-50	.....	27-50-31-50	45
13-7	13-9	14-2	6-3	7-7	66-1	15-9	18-3	46-9	44-3	.....	21-7	34-4	25-6	8-2	8-0	44-9	38-7	15-50	.....	32-50-36-50	45
14-0	13-5	14-5	7-2	7-2	61-1	16-0	19-3	44-8	44-1	39-3	19-0	34-3	26-2	8-2	8-3	40-9	39-1	15-50	.....	.....	46
13-9	15-0	14-9	6-5	7-1	60-1	15-7	19-5	43-6	40-3	.....	.....	33-9	26-0	8-2	8-0	43-2	38-7	16-00	.....	25-00-29-00	47
14-2	14-0	14-4	6-4	7-8	57-0	15-3	19-2	48-1	45-1	.....	21-3	34-8	26-4	8-7	8-6	45-3	39-2	16-00	.....	22-50-26-50	48
15-5	15-1	15-8	7-1	8-9	57-5	16-3	18-8	44-3	44-9	.....	21-9	37-4	25-0	9-2	9-0	45-6	38-0	.....	8-45	21-00-25-00	49
15-4	15-7	15-4	7-3	8-6	69-9	15-6	19-4	49-5	41-5	41-0	22-0	37-3	24-9	9-0	8-9	37-4	37-9	.....	12-95	26-00-30-00	50
16-7	15-3	16-0	7-1	7-7	76-0	16-4	.....	48-5	44-8	.....	22-5	37-5	28-0	9-5	9-4	42-6	38-0	.....	10-30	22-50-26-50	51
16-9	16-0	16-4	7-4	8-4	51-5	16-9	17-8	46-9	47-7	40-6	23-1	38-6	29-0	9-9	9-6	41-7	38-1	.....	10-50	19-50-23-50	52
16-6	15-2	15-3	7-1	8-0	75-9	17-0	19-6	45-4	42-1	40-5	21-7	37-4	28-0	9-3	9-7	43-5	38-0	.....	11-50	28-50-32-50	53
17-5	16-3	16-9	7-5	8-0	81-4	16-7	20-5	50-7	51-0	43-3	22-3	36-6	27-3	9-7	9-9	45-1	37-8	.....	10-10	22-50-26-50	54
14-9	14-4	15-2	7-6	7-9	74-9	16-1	19-7	46-7	49-4	41-3	20-5	34-0	26-7	9-0	9-5	41-5	37-7	.....	8-25	26-00-30-00	55
17-5	15-9	16-4	7-9	7-3	78-2	15-7	21-7	45-8	50-6	43-3	22-7	35-7	28-4	9-6	9-7	42-7	38-0	.....	.....	21-00-25-00	56
15-0	14-7	15-2	7-8	8-1	62-2	15-7	19-0	48-0	43-8	42-5	21-1	35-1	26-4	9-2	9-2	43-6	37-5	.....	5-40	24-50-28-50	57
15-9	14-1	14-8	7-5	7-7	66-9	14-8	16-9	46-2	46-5	.....	20-9	34-0	26-3	9-3	9-4	44-6	37-5	.....	4-90	22-00-26-00	58
14-7	14-9	15-5	8-3	8-1	70-6	13-9	.....	42-6	38-1	.....	20-1	32-3	25-0	8-9	8-8	40-8	38-1	.....	.....	17-00-21-00	59
15-0	14-4	15-0	7-7	7-7	66-1	13-3	16-1	41-4	37-6	.....	20-5	33-0	24-8	8-1	7-9	36-5	37-9	.....	13-00	20-50-24-50	60
16-1	15-8	16-5	8-1	8-9	68-4	14-4	18-8	54-3	45-4	42-0	21-3	33-7	26-7	8-8	8-7	44-1	38-6	.....	13-65	20-00-24-00	61
15-0	15-3	16-4	8-5	7-0	74-7	15-1	.....	48-1	48-7	43-7	21-7	33-9	27-7	8-9	8-8	40-6	37-7	.....	10-75	23-00-27-00	62
14-5	14-2	14-8	7-4	7-5	70-4	14-1	19-3	44-6	37-4	39-1	19-6	30-4	24-6	8-0	8-1	40-1	37-8	.....	13-05	23-50-27-50	63
15-2	15-0	15-4	8-0	7-4	73-5	14-1	20-3	43-4	37-9	39-3	20-0	31-8	25-0	8-9	8-4	43-7	38-3	.....	13-30	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 Census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices was not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every

tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

Commodities	1913	1918	1920	1922	May 1926	May 1929	May 1933	May 1941	May 1942	May 1943	May 1944	May 1945	Apr. 1946	May 1946
*All commodities.....	64.0	127.4	155.9	97.3	100.2	93.4	66.7	88.8	95.2	99.3	102.5	103.6	108.2	108.6
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	102.6	84.0	61.0	76.6	83.9	90.4	94.9	97.1	97.8	97.7
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	97.8	108.4	58.6	85.8	99.8	106.5	106.3	107.2	112.6	112.9
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.1	91.8	68.9	88.2	91.9	91.9	91.7	91.7	98.2	98.2
*IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.2	94.1	59.5	95.5	101.8	107.6	118.7	120.5	128.4	130.9
*V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.4	94.4	84.5	112.7	115.3	115.7	117.0	117.0	127.9	128.1
*VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	97.6	99.2	64.7	78.1	77.8	79.7	79.7	79.7	87.8	87.1
*VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	98.5	92.3	83.2	96.0	99.1	100.5	102.4	101.9	103.0	103.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.7	95.5	81.2	100.0	102.4	100.4	99.9	98.9	95.7	95.7
Classified according to purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	100.4	93.0	70.8	88.9	94.9	97.0	97.4	98.0	100.8	100.8
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	99.6	96.5	64.3	85.7	96.6	102.5	101.3	103.0	106.7	106.6
Other Consumers Goods.....	62.2	91.9	126.3	101.4	100.9	90.7	75.1	91.0	93.8	93.3	94.8	94.6	96.9	96.9
II. Producers Goods.....	67.7	133.3	164.8	98.8	100.3	93.1	63.2	83.5	88.2	93.8	100.0	101.0	105.1	105.0
Producers' Equipment.....	55.1	81.9	108.6	104.1	97.2	94.9	84.9	106.5	110.1	114.2	118.7	118.8	120.8	120.8
Producers' Materials.....	69.1	139.0	171.0	98.2	101.6	92.9	60.8	80.9	85.8	91.5	97.9	99.0	103.3	103.2
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.7	99.1	75.6	107.8	115.0	119.1	127.2	127.0	134.2	134.2
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.8	91.5	58.3	76.3	80.9	86.8	92.9	94.3	98.1	98.0
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	101.7	83.8	60.9	75.6	80.9	86.1	90.7	91.8	93.4	93.3
B. Animal.....	70.1	129.0	146.0	95.9	96.5	104.5	60.1	86.9	97.1	101.5	100.5	101.1	105.9	106.0
Farm (Canadian).....	64.1	132.6	160.6	88.0	100.3	93.0	51.2	69.6	80.2	92.8	101.9	104.7	107.5	108.2
II. Marine.....	65.9	111.6	114.1	91.7	100.2	103.6	58.7	82.2	111.1	126.1	129.4	131.1	138.7	138.7
*III. Forest.....	60.1	89.7	151.3	106.8	100.2	94.0	59.7	95.1	101.3	107.1	117.2	119.7	127.5	130.0
*IV. Mineral.....	67.9	115.2	134.6	106.4	98.9	92.6	79.4	96.2	98.2	99.3	100.5	100.2	103.8	103.7
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	99.7	93.0	56.0	80.8	89.6	98.0	104.2	105.5	108.0	108.6
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	99.8	91.1	70.4	87.2	91.4	92.8	93.5	94.0	98.5	98.5

*Revisions in prices of building materials extending back to and including May, 1945 are responsible for all revisions noted above.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weight, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941,

except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE.

Wholesale Prices, May, 1946

The Dominion Bureau of Statistics general index of wholesale prices advanced 0.4 points to 108.6 between April and May 1946, due mainly to increases in wood, wood products and paper. This group rose 2.5 points to 130.9 in May on higher prices for wood-pulp sold for export and certain furniture items including beds, springs, mattresses and bed couches. Animal products moved up 0.3 points to 112.9 in May, reflecting increases in livestock, raw furs and eggs which outweighed lower butter quotations. A gain of 0.2 to 123.1 in the iron and steel group was supported by strength in steel sheets and hardware items. Two groups were lower, the non-ferrous metals group falling 0.7 to 87.1, while the vegetable products group receded 0.1 to 97.7. Fibres, textiles and textile products at 98.2, non-metallic minerals at 103.0 and chemicals and allied products at 95.7 were unchanged.

Canadian farm products registered a further advance in May, the composite index moving up 0.7 points to 108.2. Animal products increased 1.2 points to 127.7 in the same interval due to higher prices for livestock and eggs, while field products gained 0.4 to 96.6 on increases in rye, potatoes and hay. Onions were fractionally lower.

Publications Received Recently in Library of the Department of Labour, Ottawa

THE Library of the Department of Labour was organized in 1900, and is both a reference and a circulating Library. It is maintained by the Department for the purpose of assembling and dispensing or distributing information required on all subjects which affect in any way the labour movement and the laws by which it is governed. These sources include a valuable collection of publications of labour organizations and periodicals published in the interest of organized labour, a collection of books and periodicals and newspapers dealing with economic and social problems, books of reference and volumes on history and law, a comprehensive collection on industrial combinations and related subjects, and all publications of the International Labour Office.

While the Library is primarily for departmental use, it also serves other government departments, provincial departments, the International Labour Office, labour organizations, and the public in general. Bibliographies on various subjects are compiled by the Library and supplied as required.

The Library contains approximately 50,000 volumes, many thousand pamphlets, and it also receives 150 newspapers and 1,000 periodicals. All periodicals are analysed, and articles on labour and economic subjects catalogued for permanent reference. The Library catalogue contains some 280,000 cards.

The list that follows is a continuation of those published in the LABOUR GAZETTE during the first four months of 1945. The arrangement of the catalogue has been revised somewhat. Instead of listing the authors first the titles of the publications under the several sub-headings are given the primary position, followed by the names of the authors, and publishers and other relevant details. It is intended that similar lists will be a more or less regular feature in subsequent issues of the LABOUR GAZETTE.

ACCIDENT PREVENTION:

Manual of Accident Prevention in Construction. Associated General Contractors of America Inc. Second revised ed., 1938, 370 pp.

The Control of Accidents; fabricated structural steel industry. U.S. Dept. of Labor, Washington, G.P.O., 1945, 14 pp.

Safety Guide for Workers; fabricated structural steel. Division of Labor Standards, U.S. Dept. of Labor, G.P.O., 11 pp. illus.

BUSINESS TRAINING:

The Executive in Action; by Marshall Edward Dimock. Harper and Brothers, New York and London, 1945, 276 pp.

Business Training Scheme; notes for information of employers. Ministry of Labour and National Service, Great Britain, London, 1946, 15 pp.

CAPITALISM:

The Abuses of Capitalism; Philippe Hamel. Trans. from French by P. H. Conway, 1945, 16 pp.

CO-OPERATION:

A Century of Co-operation; by G. D. H. Cole. The Co-operative Union Limited, Manchester, England, 1945, 427 pp., including tables, diagrams and maps.

ECONOMIC PROBLEMS:

Pattern for Prosperity; by Frank H. Brown. Mitchell Printing and Publishing Co., Vancouver, c1946, 217 pp. tables.

Inflation Dangers Didn't end on V-J Day; by C. H. Herbert. Canadian Ass'n for Adult Education, Toronto, 1945, 14 pp., illus. charts.

Planning for the Future; current economic problems, finance and the stock exchange; by Ludwig Bendix. The International Press, New York, c1945, 56 pp., tables.

Social and Economic Problems Arising out of World War II. A bibliography compiled by Dorothy Campbell Tompkins. Public Administration Services, Chicago, 1941, 114 pp.

INDUSTRIAL HEALTH:

Industrial Health Plan, a vital service for Canadian industry. Health League of Canada, Toronto, c1945, 30 pp. illus.

INDUSTRIAL RELATIONS:

Industrial Relations in Conditions of Full Employment; by H. S. Kirkaldy (inaugural lecture at Cambridge on October 16, 1945). Cambridge University Press, 1945; 26 pp.

LABOUR DISPUTES:

Compulsory Settlement of Labor Disputes; by Thomas K. Ford. Editorial Research reports, Washington, 1946; pp. 75-90.

LABOUR LEGISLATION:

The Wagner Act; after ten years; Louis G. Silverberg, editor. The Bureau of National Affairs, Inc. c1945; 126 pp., including illus.

LABOUR POLICY:

A Handbook of Union Agreements; recommended for use by local unions, negotiating committees in drafting agreements. Canadian Congress of Labour, Research Department, Ottawa, 1945; 82 pp.

Employer-Employee Relations; by Wayne Leslie McNaughton, Golden State Publishers, Westwood Village, Los Angeles, 1944. 309 pp.

LABOUR UNIONS:

The Trade Union Movement in Germany, Past, Present, Future; Hans Gottfurcht. Trade Union Centre for German Workers in Great Britain, London, 1944; 33 pp.

American Labor Unions, What They Are and How They Work; by Florence Peterson. Harper and Brothers, New York and London, 1945; 338 pp., illus. and diagrams.

British Trade Unions; with foreword by Rt. Hon. Ernest Bevin. Published for the British Council by Longman's Green and Co., 1943; 11 pp.

You Can Get It; How White-Collar Workers Can Win Higher Pay; by Lewis Merrill. U.O.P.W.A. New York, 1946; 23 pp.

MANAGEMENT:

Developing a National Labor Policy; by Lee H. Hill. American Management Ass'n. New York, c1945. (Personnel series No. 88) 19 pp.

Building a Cost-Minded Organization; by Fred V. Sardner and others. American Management Ass'n, New York. (Production series No. 160) c1945, 39 pp.

Developments in Production and Management Engineering; by L. C. Hill and others. American Management Ass'n, New York. (Production Series No. 162) c1945, 44 pp.

Incentives for Management and Workers; by W. J. Wemple and others. American Management Ass'n, New York. (Production Series No. 161) c1945, 28 pp.

Office Morale, White-Collar Unions; fundamentals of employee morale; trends in office unionization; factors in collective bargaining agreements. American Management Ass'n, New York. A.M.A. (Office Management Series No. 105.)

Secrets of Industry; by Lewis C. Ord, with introduction by Sir George Usher. Allen and Unwin Ltd, London, 1944. 160 pp.

Staff Management; by F. W. Lawe. London Institute of Labour Management, 1944. 28 pp.

MERIT SYSTEMS:

Sharing Profits in Industry; by Thomas K. Ford. Editorial Research Reports, 1946; pp. 131-144.

Merit System Installation; problems and procedures in establishing a public personnel agency by members on the staff of Public Administration Service, 1941. 58 pp.

MISCELLANEOUS BOOKS, BROCHURES, ETC.:

106 Retirement Plans, 1944-45. Bankers' Trust Co. Cover title, 28 pp., tables.

British Speeches of the Day. Published by the Official Information Services of the U.K. government. (Agency in Canada, Albert Street, Ottawa). A monthly periodical, containing extracts from speeches made in British House of Commons, Jan., 1946, to present.

Report on First Part of First Session of the General Assembly of United Nations; held in London Jan. 10-Feb. 14, 1946. Ottawa, King's Printer, 1946; 96 pp.

Commission on Higher Education in West Africa. Report by Colonial Office, Great Britain, London, H.M.S.O., June, 1945. 190 pp. diagrams and tables.

The Eclipse of Democracy; an address by A. J. Hooke before Alberta Legislature, 1945. Social Credit Board, Edmonton, 1945, 30 pp.

Twenty Careers of To-morrow; by Darrell and Frances Huff. Whittlesey House, New York, c1945. 281 pp. illus.

Canadian of Ukrainian Origin; by N. J. Hunchak. Ukrainian Canadian Committee, Winnipeg, 1945. 164 pp. tables.

Textile Labour Inquiry Committee, India. Vol. 2, final report. Government Central Press, Bombay, 1941. 508 pp. tables.

National Minorities' in the U.S.S.R.; address delivered at Massey Hall, Toronto, March 31, 1946, by Watson Kirkconnell. Ukrainian Canadian Committee, Winnipeg, 1946. 12 pp.

The Atomic Age; Suicide, Slavery, or Social Planning; by Aaron Levenstein, League for Industrial Democracy, New York, 1946. 39 pp.

Labor, To-day and To-morrow; by Aaron Levenstein. A. A. Knopf, New York, 1945. 253 pp.

A Program for Labor and Progressives; a symposium by Harry W. Laidler, Stuart Chase and others. League for Industrial Democracy, New York, 1946. 48 pp.

Emily Murphy, Crusader; by Byrne Hope Sanders (Janey Canuck). MacMillan Co., Toronto, 1945. 355 pp.

Freedom Under Planning; by Barbara Wootten, Chapel Hill, University of Carolina Press, 1945. 180 pp.

SAFETY CODES:

American Standard Safety Code for Building Construction. Approved June 7, 1944. American Standards Ass'n. New York, American Standards Ass'n. c1944; cover title, 83 pp., tables.

American Standard Safety Code for laundry machinery and operation. Approved June 7, 1944. American Standards Ass'n. New York, American Standards Ass'n. c1944; cover title, 83 pp., tables.

American Standard Safety Code for elevators, dumb-waiters and escalators; rules for construction, inspection, maintenance and operation; 4th edition. New York, American Standard Association, 1937. 137 pp.

American Standard Safety Code for laundry machinery and operation. Approved, November 24, 1941. American Standards Ass'n, New York, American Standards Ass'n, 1941. 8 pp.

Safety Code for woodworking machinery. New York, U.S.A., 25 pp.

Standard Gas Safety Code for Installations and Work on Buildings. American Engineering and Industrial Standards, New York, U.S.A., 1931, cover title, 8 pp.

Fabricated Structural Steel; organizing for safety. U.S. Dept. of Labor; Division of Labor Standards, Washington, 1945, 7 pp.

American Standard Code for pressure piping; power, gas and air, oil, district heating, refrigeration, fabrication details, materials. New York, American Society of Mechanical Engineers, 1942. 227 pp., diagrams, charts, tables.

American Standard Practice for inspection of elevators; inspectors' manual. American Standards Ass'n, New York, American Society of Mechanical Engineers, 1945. 125 pp., diagrams, tables.

Safety rules for installation and maintenance of electric supply and communication lines. Comprising Part II of the Grounding Rules of the 5th edition, National Electric Safety Code (Supersedes H.I.O.) U.S. Dept. of Commerce, Sept. 23, 1941, 177 pp.

SOCIAL INSURANCE:

Social Insurance Planning in India; by Amar Narain Agarwala, Allahabad, Kitab-mahal, etc., 1944. 218 pp.

Labour Looks at Unemployment Insurance; H. L. McCarthy. Comp. Report of the Conference Workshop of Organized Labor on Employment Security at the University of Chicago. c1946. 40 pp.

Social Security and National Income; by Raymond Burrows. S.A. Institute of Race Relations, Johannesburg, South Africa (New Africa pamphlet No. 5) 1944. 36 pp., tables.

SOCIALISM:

Socialism Looks Forward; by John Strachey. Philosophical Library, New York, 1945. 153 pp.

VETERANS' AFFAIRS:

Regulations affecting the Re-establishment of Ex-service Personnel in Private Enterprise—and Directory. Dept. of Veterans Affairs, Ottawa, 1945. 27 pp.

Union-Management Co-operative, 20th Annual Meeting

Canadian National Railways Organization Held Successful Conference

THE System Committee Union-Management Co-operative Movement, Motor Power and Car Equipment Department of the Canadian National Railways, recently held its twentieth Annual Meeting in Montreal. Representatives of management and of the employees were present from several important railway centres between Moncton, New Brunswick and Winnipeg, Manitoba. The Chairman was Mr. E. R. Battley, Chief, Motor Power and Car Equipment Department, Montreal.

Co-operation between management and workers was the keynote in most of the addresses and discussions throughout the Conference. Emphasizing this factor in his preliminary remarks, the Chairman pointed out that if the railway was to retain its fair

share of the transportation business, co-operative efforts were essential.

Speaking on behalf of the employees, Mr. J. Corbett, President of Federation No. 11 A.F.L., also stressed the advantages of co-operation. He declared: "We have a good example in the co-operative movement . . . in getting the employees to feel that their co-operation is of value. . . . We wish to share the responsibility with management. . . . Realizing the amount of money in the Treasury, how it gets there, and how it is spent is our concern."

The Executive Vice-President of the Company, Mr. N. B. Walton, in defining the purposes of the meeting, said. "We have gathered together in order that we may discuss openly any differences that we have. . .

It is only human nature", he asserted, "to take a short view of the other fellow's position. If we stay apart and write letters", differences may not be "ironed out". He felt that "this 20th Annual Meeting of the System Committee Co-operative Movement is a real mile post" and "indicative of a very great accomplishment".

Mr. A. Fraser, Vice-President of the Traffic Department, stated, "I need not tell you gentlemen what co-operation means. It would be like carrying coals to Newcastle. But the value of working together can never, I think, be emphasized too frequently—the value, and the necessity—the urgent necessity".

Dealing especially with the question of Public Relations Mr. W. S. Thompson, Director, claimed the best means of attracting business is the "personal service touch, the best of mechanical appliances and by all-out and over-all co-operative effort on the part of those who work for the railroad, those who manage it, and our customers—the public."

Many questions of common interest to management and workers with reference to the operation of the railway and railway shops were discussed. Among the reports presented and discussed were: apprentice training, purchasing and handling materials, fire prevention, first aid and accident prevention (including conditions in a number of designated shops).

Origin of Movement

The Union-Management Co-operative Movement originated in 1925, some two years after the several component systems in the Canadian National Railways were amalga-

mated. It was essential, immediately following the amalgamation, to harmonize varying practices affecting the operation of mechanical department facilities. To achieve this co-ordination, consideration was given to various plans, and special studies were made in which employees' representatives worked with the management. From these conferences resulted a trial of the co-operative plan. The first meeting was held in Moncton, New Brunswick in January, 1925. The plan next extended to the locomotive repair shops at Stratford, Ontario, and thereafter, by degrees to other major shops of the Canadian National system. As the movement proved successful in the larger plants it was extended in April, 1927, to all engine-houses and smaller car repair points where approximately 50 or more men were employed.

The Committees are required to confine their recommendations to; (1) subjects designed to advance the railway industry under the jurisdiction of the Chairman; (2) advance the welfare of the employees; and (3) the betterment of the railway's service to the public.

It is explicitly specified that no subject which would affect wage agreements is to be considered by the Committees, nor do the Committees deal with grievances which arise with respect to working conditions established by agreements between the trades unions and the management. Other means are provided for dealing with such problems.

It is the opinion of the railway management that "a great benefit is recognized in the mutual understanding developed between officers and employees on which no monetary value can be placed."

Conditions of Work in New South Wales Bread Industry

AN inquiry into the bread-making industry in New South Wales both with respect to the quality of bread and to the conditions of work was made in 1944 by the Industrial Commission. The Commission's Report was referred in June, 1945, by the Minister for Labour and Industry and Social Welfare to an advisory committee representing bread manufacturers, operative bakers and bread carters with the request that it consider methods of giving effect to the Commission's recommendations. The report of this Committee was published in the N.S.W. *Industrial Gazette* for January.

The establishment of a central controlling authority, the Bread Industry Board, was recommended, representative of manufac-

turers, consumers, baking trade employees and bread carters, with statutory powers to regulate, *inter alia*, the manufacture, distribution and sale of bread, to establish standards of hygiene, sanitation, lighting and ventilation and, after investigation, to fix bread prices.

The Committee considered that control may best be effected by a system of licensing, the granting of a licence to be determined mainly by the suitability of premises and equipment and the competence of the persons concerned. To improve the technical knowledge of those entering the industry, a Food School at the Technical College is proposed and, in collaboration with it, a Technical Research Section to conduct research with a view to obtaining the highest quality loaf.

The working hours of operative bakers, the Committee agreed, should permit a five-day baking week. Bakers would thus have every weekend off, except on extraordinary occasions. Night work would be eliminated except on about seven nights a year before statutory holidays. In an ordinary week, earliest starting time would be 4 a.m. on Friday. Work would begin on Monday at 4.30 a.m. and at 5.30 on the other three days. Baking after 6 p.m. would be prohibited.

Carters should not deliver bread between 6 p.m. and the fixed starting time for the next day except on a Saturday when three days' bread is delivered but delivery should not be later than 7 p.m. On Saturdays they would work only to 11 a.m. instead of all day as at present. On the day before a holiday, no delivery should be made after the hour prescribed or before the prescribed starting time on the next working day. The adoption of this schedule would result in week-end bread being only 12 hours older than at present. The Committee also suggests a delivery system to eliminate the wasteful pre-war overlapping but to give the public more opportunity to select bakers. The Committee

would prohibit the return of any unsold loaves from the shop to the baker.

As regards training, the Commission had recommended that classes in bread-making for apprentices be held at Technical Colleges during the forenoon and that apprentices be allowed time to attend classes during working hours. The Committee suggests that the Apprenticeship Commissioner arrange a conference of all parties as soon as possible to discuss how to give effect to this recommendation.

The Committee emphasizes that the Board should be authorized to appoint inspectors who could concentrate on bakehouse premises under the powers given by the Shops and Factories Act, the Pure Foods Act and the Weights and Measures Act. Bakehouses are now merely a part of a vast field to be covered by inspectors of the three Departments.

At present the system of inspection of bakehouses is dual in character and there is evidence of lack of organization to ensure co-operation between the departments charged with inspection from the factory point of view and departments charged with inspection from the health standpoint.

Scalping Accidents

IN connection with accidents caused by the entangling of women's hair in machinery the April Industrial Accident Prevention Bulletin published by the Royal Society for the Prevention of Accidents, London, gives particulars of three recent accidents of this kind in which the employer was fined for failure to fence the machinery. The Bulletin states:

These three cases, reported from different parts of the country in the same week, show that in spite of all the publicity given to hair entanglement accidents there is still a lack of sufficient precautions in many places. Incidentally, it is interesting to note that in none of these cases did anyone appear to blame the victims for not wearing caps; apparently, it is at last being realized that caps are a second line of defence and not substitutes for guards.

In one case the girl's hair was caught by the unfenced stock-bar of a lathe she was operating. In the second case there was a guard for

a shaft under the work-bench from which the sewing-machine was driven but the guard was not in proper position. In the third case the girl was operating a drilling machine which had a guard only on the upper part, the lower part, including the spindle, being quite unprotected. As in the other two cases the girl in this case bent down to pick up something and in doing so got her hair caught.

In the 1944 report of the Chief Factory Inspector of the United Kingdom (L. G. Feb., 1946, p. 154), it was remarked that in too many hair entanglement accidents the cause is still the lack of secure fencing and investigation shows that some managements still rely on the women and girls wearing caps. A London magistrate is quoted as pointing out to a defendant in such an accident case that "the law requires you to fence the machine, not the girl".

Recreation and Canadian Youth

"IN Canada at the present time, we see many evidences of a new impulse to improve recreational opportunities for all members of the community. From small, out-of-the-way villages right up to the Federal government there are stirrings which indicate a desire to assist the individual citizen in the constructive use of his leisure time."

With that postulate the Canadian Youth Commission introduces its study, "Youth and Recreation", a volume of 220 pages prepared under the direction of a committee of 14 leading Canadian social workers and authorities on education. It is asserted that it is "the first comprehensive survey made in Canada of recreational needs and opportunities", and is restricted to the needs of young people of both sexes in the age group 15 to 24 years.

The problem has given serious concern to social and governmental bodies in recent years. In the first place, it has been claimed that juvenile delinquency has markedly increased. Coupled with that is the movement to extend the age for school attendance and the demand for shortening the hours of industrial workers. These and related factors make the constructive and re-creative use of leisure time of national importance.

Before attempting to suggest a solution of the problem, the Canadian Youth Commission carried out a nation-wide survey to ascertain the types of leisure-time activities in which Canadian youth are interested. The first part of the report presents an analysis of the survey and serves to indicate the varied attitudes of youth toward recreation and to give some idea of what youth are asking by way of improved facilities. That raises the questions: "What are governments (Dominion, provincial and municipal) and private agencies (educational, social and religious) doing to cope with the situation?" The remainder of the book suggests possible answers.

The report outlines in some detail the contribution that the Dominion government is making in providing recreational facilities. Among these are the National Parks, the Canadian Broadcasting Corporation, the National Film Board and Wartime Housing. It is asserted that in her national and provincial parks "Canada possesses some of the most outstanding resources for recreation in the world." These are being improved by the provision of camp sites equipped with stoves, kitchen shelters, running water, etc. Boating, fishing, observation of wild life are

characteristic recreational possibilities in most parks during the summer season. Other parks are being planned for the post-war period, trails constructed and shelters provided for use at reasonable rates. It is urged that their benefits could be extended by government-sponsored summer camps to be used not only as playgrounds, but for specific interests such as art, drama, music, etc. A French-speaking camp in Quebec is advocated as likely to be of great interest to young people from the other provinces. Camps patterned after those of the Work-Camp movement in the United States in which young people undertake specific work projects aiming at the development of local resources, are also suggested.

The CBC programs are designed not only to entertain, but to inform and guide. Broadcasting to schools has developed steadily and has done much to create interest in valuable spare time activities such as music and drama and forums on public affairs. With the advent of frequency modulation the influence of the radio promises to be greatly extended.

The National Film Board provides films depicting various phases of outdoor recreation, and community life. These films are loaned to film societies and educational and recreational bodies throughout the country. In addition, the N.F.B. distributes many films of non-Canadian origin on aspects of recreation in other countries.

Wartime Housing has built many special community buildings and the Tenant Relations Department has appointed trained workers to carry through a social integration program, including provisions for adequate recreational facilities for the tenants of wartime housing communities. These Community Counsellors are now operating in more than 30 centres across Canada.

Other governmental projects to provide recreation are the Dominion-Provincial Youth Training plan inaugurated in 1937 which did much to promote physical fitness and to maintain morale during the war years. The National Physical Fitness program commenced during the war under governmental auspices gives promise of playing a useful part in providing and directing worth-while recreational activities.

The Book is published for the Youth Commission by the Ryerson Press. It is well printed, bound in cloth and sells for \$1.25 a copy.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA, C.M.G., LL.D.

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLVII]

AUGUST, 1946

[NUMBER 8

Notes of Current Interest

Meetings of House of Commons Committee on Industrial Relations

Endorsement by the Prime Minister of a proposal made by Mr. A. L. Smith, (member for Calgary West) that an industrial relations committee be established to investigate the causes underlying the present labour disturbances in Canada in order to resolve the present disputes and attempt to develop a formula to prevent their recurrence, led to a series of meetings of the House of Commons Standing Committee on Industrial Relations, which had previously been inactive during the session.

The proposal was precipitated by the steel strike (see elsewhere in this issue, p. 1087) which, the Prime Minister stated, might produce "one of the most devastating situations" growing out of any labour dispute.

The Committee's terms of reference empowered it to investigate "all issues connected with and appertaining to the present industrial unrest in Canada, with power to call and examine witnesses under oath, and with power to call persons, papers and records and take all essential evidence, and to report their findings and conclusions to the House."

It was composed as follows: Hon. Humphrey Mitchell, Minister of Labour, Right Hon. C. D. Howe, Minister of Reconstruction and Supply, and Messrs: Adamson, Archibald, Beaudoin, Belzile, Black (Cumberland), Blackmore, Case, Charlton, Cote (Verdun), Croll, Dechene, Gauthier (Nipissing), Gillis, Gibson (Comox-Alberni), Gingues, Homuth, Johnston, Lalonde, Lapalme, Lockhart, Maybank, Merritt, MacInnis, McIvor, Moore, Pouliot, Ray-

mond, Ross (Hamilton East), Sinclair (Vancouver North), Skey, Smith (Calgary West), Viau. Messrs. J. J. Robinette of Toronto and A. Lief of Ottawa were appointed Counsel and Junior Counsel respectively, for the committee.

During preliminary meetings the steel strike was designated as the first order of business and telegrams were dispatched to the heads of the companies and the union involved in the dispute, inviting them to Ottawa to present their case before the committee.

Pursuant to the invitation Mr. C. H. Millard, Canadian National Director, United Steel Workers of America, Mr. H. G. Hilton, President of the Steel Company of Canada, Limited, Hamilton, Ont., Mr. Gordon MacMillan, Director of the Algoma Steel Corporation Limited, Sault Ste. Marie, Ont., and Mr. Clement Anson, General Manager, Sydney Steel Plant Division, Dominion Steel and Coal Corporation, Sydney, N.S., presented briefs and amplifying testimony.

In addition the Committee heard Mr. Justice W. D. Roach, appointed as an Industrial Disputes Inquiry Commissioner in the steel dispute, Mr. Donald Gordon, Chairman of the Wartime Prices and Trade Board, Mr. C. A. L. Murchison, Alternate Chairman of the National War Labour Board, Mr. A. MacNamara, Deputy Minister of Labour, Mr. A. H. Brown, Vice-Chairman of the Wartime Labour Relations Board, Mr. M. M. Maclean, Director of Industrial Relations, Department of Labour, and Hon. Douglas C. Abbott, acting Minister of Finance. Subsequently Mr. L. W. Brockington, K.C., was appointed as special negotiator to meet with the heads

of the companies and the union to attempt to negotiate a settlement.

No results of the meetings had been officially reported as this issue of the *LABOUR GAZETTE* went to press.

A summary of the proceedings of the Committee will be contained in a future issue of the *LABOUR GAZETTE*.

Termination of alternative service for conscientious objectors

Assignment of conscientious objectors to the performance of alternative service ended on August 15 under the terms of an amendment to the National Selective Service Civilian

Regulations.

The amending order (P.C. 3030, July 18, 1946) was tabled in the House of Commons on July 23. It revokes Part IIA of the Regulations, the portion which dealt with the conditions under which conscientious objectors were assigned by the Department of Labour to perform work in lieu of military service.

New proposals to provinces made by Dominion

Following the failure of the Dominion-Provincial Conference to achieve agreement on proposals relating to employment policy, social security, and the distribution of powers of taxation (L.G., May, 1946, p. 579), the Minister of Finance, Right Hon. J. L. Ilesley, on June 27 put forward a new plan whereby provinces which desire to come to agreement with the Dominion in regard to financial matters may do so individually.

The plan was announced by the Minister in his annual financial statement, during the course of which he said that the budget had been prepared on the assumption that no new general tax agreement with the provinces could be made in the near future.

The plan follows the general line of the Dominion's previous proposal that in return for specified unconditional payments to the provinces, the provinces should vacate certain fields of taxation. Agreeing provinces would levy no income tax, levy no more than five per cent tax on net corporate income within the province (this tax to be eliminated at such time as all provinces may enter the agreement), and either withdraw from the field of succession duties or accept a proportionate reduction in annual payments from the Dominion. A term of five years is proposed for an agreement.

Calling attention to the fact that the new proposal to the provinces was limited to matters of finance and taxation, the Minister said that this was the result of failure to

reach overall agreement with the provinces. "Several of the major objectives of the comprehensive Dominion proposals which were announced last August must therefore be held in abeyance for the time being," he said, but added that the Government was ready to proceed with them "as and when arrangements can be worked out which will enable us to carry them out satisfactorily."

Employment of persons over 40

In reply to a question from Mr. Stanley Knowles, member for Winnipeg North Centre, the Hon. Humphrey Mitchell, Minister of Labour, stated in the House of Commons recently that a request had been received from the Senior Citizens' Association of Canada calling attention to alleged discrimination in employment against persons over the age of 40 years, and requesting that a Royal Commission be appointed to inquire into the matter.

"The petition has been given consideration," the Minister said, "but it was considered that the recommendation for the appointment of a Royal Commission at the present time would not have a beneficial effect.

"In the National Employment Service a special section has been set up to deal with the cases of men and women who find it difficult to obtain placement, and it is anticipated that more beneficial results will accrue from the activities of this special section than in any other way. It is felt that persistent day-to-day activities through the special section herein referred to would be effective."

Employment and industrial statistics

In the accompanying table may be found the latest statistics available reflecting industrial activity in Canada, for certain months in the current year, as compared with the corresponding period in 1945.

The index of industrial employment, published by the Dominion Bureau of Statistics, rose from 169.3 in May to 169.9 in June. The index of the cost of living was 1.5 points higher at July 2 at 125.1. The index of the physical volume of business declined from 184.3 at May 1 to 178.9 at the beginning of June.

Employment and Earnings—There was a moderate increase in employment at June 1 as compared with May 1, in spite of industrial disputes affecting large numbers of workers at that date. Normally the index has advanced at June 1 in the experience of the last 25 years. The only exception was in June, 1945, when a slight decline was recorded. The

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	July	June	May	July	June	May
Employment—						
Index ¹		169.9	169.3	175.5	175.3	175.5
Applications for employment ² , No.....		6,644	6,152	7,416	7,990	7,281
Vacancies notified ² , No.....		6,745	7,077	7,893	7,908	7,953
Placements effected ² , No.....		3,117	3,191	4,742	5,064	5,151
Unemployment insurance claims No.....		30,646	34,777	10,886	10,857	8,825
Unemployment in trade unions..%.....	1.3			0.5		
Earnings and Hours—						
Index, aggregate weekly payrolls ³		136.4	137.6	144.5	143.3	145.4
Per capita weekly earnings.... \$.....		31.67	32.05	32.32	32.10	32.55
Average hourly earnings.... cents.....		69.1	68.9	70.1	70.3	70.5
Average hours worked per week.....		42.0	43.0	44.3	44.3	45.5
Prices—						
Wholesale index ¹		109.1	108.6	104.0	104.0	103.6
Cost-of-living index ¹	125.1	123.6	122.0	120.3	119.6	119.0
Physical Volume of Business—						
General index ⁴		178.9	184.3	213.7	219.5	218.6
Industrial production ⁴		179.4	189.6	230.1	236.2	238.0
Mineral production.....		158.7	155.8	160.9	174.6	188.9
Manufacturing.....		181.4	186.9	248.9	252.5	256.1
Construction.....		204.0	302.6	176.7	203.6	160.0
Electric power.....		164.5	166.5	161.3	164.4	165.4
Distribution ⁴		178.0	173.4	179.7	191.0	178.6
Carloadings.....		141.3	146.4	151.2	156.0	153.5
Tons carried, freight.....		193.7	184.4	208.4	235.0	221.4
Imports.....		166.0	157.2	163.0	163.0	145.2
Exports.....		172.3	195.6	307.0	353.8	330.6
Retail sales, unadjusted.....		216.0	216.9	170.6	196.8	182.0
Retail sales, adjusted ⁵		210.1	208.3	189.2	184.2	176.0
Wholesale sales.....		241.7	259.8	203.7	206.9	205.9
Other Business Indicators—						
Common stocks, index ⁴	†115.3	123.3	124.4	100.5	102.5	97.2
Preferred stocks, index ⁴		161.6	159.7	138.0	137.2	132.4
Bond yields, Dominion, index ⁴	†85.3	84.9	85.1	94.6	95.6	96.0
Trade, external, excluding gold. \$.....		326,430,000	363,034,000	424,725,000	473,624,000	462,568,000
Imports, excluding gold.....		157,658,000	164,197,000	138,681,000	146,479,000	143,844,000
Exports, excluding gold.....	188,706,000	166,697,000	196,978,000	282,709,000	322,846,000	315,192,000
Bank debits to individual accounts.....	5,546,863,000	5,609,420,000	6,115,643,000	5,419,171,000	6,085,574,000	6,893,992,000
Bank notes in circulation ⁶		1,010,968,000	995,630,000	966,805,000	970,236,000	837,203,000
Bank deposits in savings.....		3,363,474,000	3,305,702,000	2,741,641,000	2,645,537,000	2,562,900,000
Bank loans, commercial, etc.....		1,147,716,000	1,140,356,000	1,045,674,000	1,109,492,000	1,249,150,000
Railways—						
Car loadings, rev. freight cars ⁷	269,186	280,130	262,640	282,076	296,762	272,908
Canadian National Railways operating revenues..... \$.....			27,465,000	35,474,000	35,399,000	33,270,000
operating expenses..... \$.....			23,602,000	27,233,000	26,843,000	26,495,000
Canadian Pacific Railway traffic earnings..... \$.....		23,153,000	22,589,000	28,978,000	28,073,000	26,622,000
operating expenses, all lines..... \$.....		21,720,000	21,540,000	25,082,000	23,421,000	23,086,000
Steam railways, revenue freight in ton-miles.....			3,982,554,000	5,692,183,000	5,918,514,000	5,739,438,000
Building permits..... \$.....		25,346,000	47,458,000	19,939,000	19,566,000	17,860,000
Contracts awarded..... \$.....	67,673,000	66,402,000	82,199,000	50,496,000	58,875,000	38,271,000
Mineral production—						
Pig iron..... tons.....		129,890	159,101	150,387	159,046	155,574
Steel ingots and castings..... tons.....		214,861	259,626	229,161	257,115	267,643
Ferro-alloys..... tons.....		11,624	14,004	15,750	18,473	19,883
Gold..... oz.....			240,339	210,209	212,163	217,556
Coal..... tons.....			1,396,000	1,078,000	1,271,000	1,201,000
Copper..... lb.....			30,993,000	42,390,000	44,380,000	41,166,000
Nickel..... lb.....			14,734,000	23,894,000	22,644,000	23,484,000
Lead..... lb.....			30,050,900	25,505,000	25,176,000	25,555,000
Zinc..... lb.....			40,905,000	45,197,000	43,469,000	45,428,000
Timber scaled in B.C..... F.B.M.....		104,438,000	228,427,000	231,966,000	297,112,000	273,788,000
Flour production..... bbl.....		2,184,000	2,344,000	2,824,000	2,134,000	2,108,000
Footwear production..... pairs.....			4,103,000	2,701,000	3,287,000	3,335,000
Output of central electric stations..... k.w.h.....		3,415,306,000	3,615,777,000	3,284,950,000	3,411,673,000	3,593,074,000
Sales of life insurance..... \$.....		103,925,000	104,725,000	66,718,000	66,246,000	62,178,000
Newsprint production..... tons.....	357,027	334,207	359,943	270,640	266,420	264,460

† Week ended July 25, 1946.

1 Base 1926=100.

2 Daily averages.

3 Base June, 1941=100.

4 Base, 1935-1939=100.

5 Adjusted, where

necessary, for seasonal variation. 6 Notes in the hands of the public at the end of the month. 7 Figures for four weeks ended July 27, 1946, and corresponding previous periods.

advance in June of this year was less than that recorded in any other June. In the latest survey of employment and payrolls, the Dominion Bureau of Statistics tabulated reports from 15,876 establishments with a combined working force of 1,735,435 at June 1, exceeding by 5,963 the staffs reported by the same firms at May 1. Based on the 1926 average as 100, the index of industrial employment was 169.9 as compared with 169.3 at May 1, and 175.3 at June 1, 1945. With the exception of the beginning of June in each of the years 1942 to 1945, the index at June 1, 1946, is higher than any other June 1 of the record, exceeding by over 50 per cent that of 113.1 at June 1, 1939.

The widespread strike in the lumber industry in British Columbia, together with local strikes in textile and non-ferrous metal plants in Quebec and Ontario, resulted in a considerable recession in employment in manufacturing in Canada as a whole at the beginning of June. The decrease of 8,782 employees reflected the losses in lumber and textile manufacturing, non-ferrous metals, iron and steel and miscellaneous manufacturing. On the other hand, decided improvement was shown in animal and vegetable food, pulp and paper, paper products, beverage, clay, glass and stone, electrical apparatus and non-metallic mineral. In many cases the improvement was seasonal in character.

Among the non-manufacturing industries, logging and transportation showed curtailment. The first was due mainly to the strike in British Columbia. A loss in coal mining was recorded but other mining showed greater activity. Improvements of a seasonal nature were noted in communications, building and highway work, services and trade.

The aggregate weekly salaries and wages disbursed by the firms co-operating in the survey amounted to \$54,969,486, a decline of 0.9 per cent from the payrolls reported at May 1. This loss was largely due to the industrial disputes, already referred to and to the Victoria Day holiday. Average weekly wages in recorded employment were \$31.67 at June 1 as compared with \$32.05 at May 1, and \$32.10 at June 1, 1945. In earlier years for which data are available, the June 1 averages were: 1944, \$31.80 and 1943, \$30.93.

Prices—The general index of wholesale prices (base 1926=100) rose to 109.1 in June from 108.6 in May, 1946, and 104.0 in June, 1945. The indexes for animal and vegetable products increased respectively from 112.9 to 114.2, and from 97.7 to 98.7. Slight increases were also indicated in wood products and iron products. Textiles remained unchanged at 98.2 while declines were noted in the whole-

sale indexes of non-ferrous metals, non-metallic mineral products, and chemical products which declined from 95.7 in May to 94.5 in June. The index of consumers' goods rose from 100.8 to 101.3, producers' goods from 105.0 to 106.2, and Canadian farm products from 108.2 to 109.5.

The official cost-of-living index, on the base of prices in the years 1935 to 1939 as 100, registered a further advance from 123.6 for June 1 to 125.1 at the beginning of July. In the past four months the index has recorded a gain of 5.0 points.

The July rise reflected widely distributed price increases affecting four of the six index budget groups. Higher prices for eggs, beef, lamb, potatoes and carrots, resulted in the advance in the food index from 142.1 to 144.2. Clothing moved up from 124.3 to 126.4 due mainly to advances in men's wear and in footwear. The gain in home furnishings and services from 122.4 to 125.1 reflected increases in furniture, textile furnishings, and chinaware. The miscellaneous group index rose from 112.1 to 113.7 while fuel and light remained at 107.2 and rentals at 112.6. The advance in the general index since August, 1939, was 24.1 per cent.

Index of the Physical Volume of Business—The index of the physical volume of business declined from 184.3 in May to 178.9 in June, 1946. The index of industrial production receded 10.2 points to stand at 179.4. A slight improvement was noted in mineral production while declines were indicated in manufacturing and electric power. The index of construction receded from 302.6 to 204.0. The index of distribution based upon railway traffic, internal and external trade rose from 173.4 in May to 178.0 in June. While exports and carloading both declined, advances were shown in imports and in railway freight traffic.

Survey of employment opportunities for university graduates

A national survey has been undertaken by the Department of Labour, to assemble authentic information on future employment opportunities for university-trained personnel in Canada, it was announced by the Hon. Humphrey Mitchell, Minister of Labour, on August 6.

This project was made the responsibility of the Department of Labour by a recent Cabinet decision, following consideration of the need for information to be used in counselling the many veteran students now attending, or about to attend, university as a part of their rehabilitation. In addition to meeting counselling needs, it is expected that the results of

the survey will assist in dealing with the question of future employment possibilities for veterans and younger civilian students, as well as the need for more comprehensive information for the use of educational and other authorities interested in matters of occupational guidance of persons with university training.

To assist in making this study, an Inter-departmental Advisory Committee has been set up under the chairmanship of Arthur MacNamara, Deputy Minister of Labour. On the committee are representatives from the Departments of Labour, Veterans' Affairs, Reconstruction, National Defence, National Health and Welfare, and Civil Service Commission and the National Research Council.

In view of the particular problem involved in studying employment possibilities for veteran students, it is proposed to concentrate first on needs for personnel who will complete their university training in the years, 1947 to 1951, inclusive.

The project will involve the study of information gathered from employers of university-trained personnel, including the Federal and Provincial Governments, and from various professional associations in connection with groups who are largely self-employed. The facts assembled will include the present needs for professional and technical personnel, and the expected requirements for replacement of retiring personnel, and for purposes of expansion and new projects.

The Minister, in making his announcement, emphasized the fact that all information furnished by employers will be regarded as strictly confidential, and care will be taken that no figures of individual firms or undertakings will be disclosed.

Termination of Regional Reconstruction Councils

In reply to a question from Mr. H. C. Green (Vancouver South) the Minister of Reconstruction and Supply, Right Hon. C. D. Howe, stated in the House of

Commons recently that it was the intention of the Government to do away with the Regional Reconstruction Councils.

Established early in 1945 in the provinces of Canada, the Councils had the function of informing the Department of Reconstruction in regard to conditions within the region and of assisting those engaged in reconstruction work in the area (L.G., May, 1945, p. 620). Their membership included representatives of organized labour.

The Minister said that the Councils had served "a very useful purpose indeed", and had "given the Government excellent advice

on matters having to do with that transition. Today," he continued, "the transition has largely been effected. Canada's private construction program is heavier than was expected with the result that the work of the Councils has declined to a point that does not justify continuing them indefinitely; therefore arrangements have been made to terminate their work at an early date."

A function of the Councils that will be continued, the Minister stated, is the service being furnished in each province by the National Research Council. Attached to each of the Councils has been a representative of the Research Council, who has been on hand to discuss the problems of industry with anyone who wishes information, and to make available the services offered by the Research Council.

Preparatory international meeting on trade and employment

A Preparatory Committee of the Economic and Social Council of the United Nations is to meet in London on October 15, 1946, with the following suggested basis of discussion:

(a) International agreement relating to the achievement and maintenance of high and stable levels of employment and economic activity; (b) International agreement relating to regulations, restrictions and discriminations affecting international trade; (c) International agreement relating to restrictive business practices; (d) International agreement relating to intergovernmental commodity arrangements; (e) Establishment of an international trade organization, as a specialized agency of the united nations, having responsibilities in the fields of (b), (c) and (d) above.

The following nations are members of the preparatory committee: Australia, Belgium-Luxembourg, Brazil, Canada, Chile, China, Cuba, Czechoslovakia, France, India, Lebanon, the Netherlands, New Zealand, Norway, Union of South of Africa, the U.S.S.R., the United States and the United Kingdom.

The proposed International Conference on Trade and Employment is expected to take place next year.

Increase in labour- management production committees

The Industrial Production Co-operation Board had record of 477 labour-management production committees in Canada at June 30, 1946. Six months previously the total had been 387.

Employment opportunities in construction industry

The Department of Labour recently issued a twelve-page pamphlet entitled "Blueprint for a Skilled Job in the Construction Industry". This presents in summarized form the opportunities for steady employment at good wages for veteran and civilian alike in an occupation where additional manpower is greatly in demand. Veterans are urged to consider seriously the opportunity thus offered; it is explained how initial training and training-on-the-job may be arranged through Canadian Vocational Training. It is pointed out that time required to serve full apprenticeship at a building trade has been shortened for ex-servicemen in all provinces where apprenticeship arrangements are in effect—a policy having the full approval of the trade unions. Credit for previous experience is given where applicable. Eight typical building trades are described briefly: bricklayer, carpenter, electrician, lather, plasterer, painter, plumber and roofer; and the value of possessing a skilled trade emphasized.

"Blueprint" has been and is being supplied to Local Offices of the National Employment Service, the discharge and counselling centres of the three armed services, the Department of Veterans Affairs, Canadian Vocational Training, veterans organizations, and all building and construction firms across Canada. In all, some 40,000 English and 10,000 French copies will be distributed; 15,000 to the Armed Services, 8,000 to CVT, 10,000 to DVA and an additional 10,000 to the Canadian Information Service, along with lesser quantities to the other bodies. Trade unions will also receive copies.

"Blueprint" is primarily designed to attract veterans to the all-important construction industry as a permanent means of livelihood, and all governmental and other bodies associated with veterans rehabilitation will be able to advise and assist in the placing of veterans in the numerous trades thus offered, which are indicated in the booklet.

Union-management co-operation at paper mill

An article in the June edition of *Teamwork in Industry*, the monthly publication of the Industrial Production Co-operation Board, describes the work of the labour-management production committee recently formed at Alliance Paper Mills, Merri-ton, Ont., where Local 77 of the Pulp and Sulphite Workers (AFL) is the bargaining agency.

Having decided on co-operation last fall, the article states, union and management sought the assistance of the fieldman of the Industrial Production Co-operation Board and set about

reviving their Mutual Interest Board, which had been allowed to lapse, and putting it on a more businesslike basis. Five divisional committees were organized according to the geographical divisions of the plant. These are co-ordinated by a central committee comprised of representatives of the divisional committees and top management.

While the plan is still in its initial stages both management and labour are reported to be enthusiastic at the results. "Already the machinery for co-operation is running smoothly and labour and management representatives are working together and conducting meetings like veterans. Genuine desire to make co-operation work has made up for any lack of experience.

"A recent meeting of the central committee, typical of such gatherings, discussed first aid, spent considerable time considering safety measures, reviewed suggestions received since the last meeting and set up a sub-committee on recreation. Of the six suggestions reviewed, two received a reward, two were eliminated because they dealt with union matters, one was rejected because the idea had been tried and found not to work and one was referred for further study. A generous reward was given for a suggestion of a simple construction designed to prevent waste from escaping from the bins and creating a fire hazard. The other award was a small token payment for a suggestion which was a good idea but proved impracticable. The token award was paid in order to encourage the suggestor to contribute more ideas.

"It is notable that at this plant top management has given the central committee authority to decide on suggestions and immediately put into effect those judged worthy. This prompt action on suggestions is most encouraging to the employees."

Earnings and family size

In Canada, as in all other countries of the Western world, the birth rate is declining, and the rate of natural increase is slowing down, the Dominion Bureau of Statistics points out in a study of economic differences in family size, which is based on information obtained from the 1941 Census of Canada. Ultimately, the report continues, unless trends are reversed or large-scale immigration occurs, a stationary or even declining population is to be expected. Previous reports in this series have studied various social characteristics, associated with large and small families, in order to throw light on the causes of the declining birth rate.

The present report is primarily concerned with differences in family size associated with differences in income. Total income is not

recorded in the census, but for wage-earners the greater part is known. All earnings, whether in the form of wages, salaries, commission, or piece-work remuneration, are recorded. For others than wage-earners much less information is available. The only clue to income is a much less satisfactory index, the value or rent of the home. Earnings and, to a lesser degree, value of home owned provided an approximate index of income levels that is adequate for the purposes of the study.

Average family size of wage-earner normal Canadian families with wives aged 45-54 years was found to be significantly associated with differences in earnings, as well as with differences in ethnic origin, educational status, and urbanization, the report indicates. With very few exceptions, families were largest in the groups with lowest earnings, and decreased consistently as earnings rose. While part of the difference in family size is associated with the occupational characteristics of groups at different earnings levels, low and high earnings within the same broad occupational group were still found to be associated with differences in family size.

When the effects of ethnic group, educational status, earnings and urbanization were equalized, the largest families were found among those employed in primary occupations and the smallest in trade, finance, service and clerical work. Among those with low-earnings and low educational status, the largest families were found among workers in lumbering and mining. The small class of agricultural wage-earners had rather small families. Families of unskilled labourers were also large.

Owing to the high proportion of independent farmers with large families among non wage-earners, family size as a whole appeared to be at least as large as among wage-earners at roughly comparable economic levels. Family size among non-wage-earners varied on the whole in the same way as among wage-earners. Owing in part to inadequacy of value of home as an index to economic status, the differences in size of family associated with this characteristic were not so clear cut as the differences in family size different earnings levels.

The report is entitled *Economic Differences in Family Size, Canada, 1941*.

New Brunswick Minimum Wage Act in force

The Minimum Wage Act, 1945 (L.G. 1945, p. 1695) was proclaimed in force from July 1 on June 27, 1946. On the same date was proclaimed a 1945 Act repealing the Labour and Industrial Relations Act, 1938, under which a number of minimum

wage orders had been issued (L.G. 1942, p. 586).

The new Minimum Wage Act applies to both men and women in any trade but excludes workers in agriculture, domestic service, those employed by the Crown or by any provincial board or commission, and persons employed in a confidential capacity.

Orders in effect under the repealed Fair Wage Act and under the Labour and Industrial Relations Act are to continue in force under the new Act. They govern the dairy products industry in Saint John and district, certain employees in garages and automobile repair shops in Saint John and Fredericton and districts, and in five counties the canning or processing of fish, vegetables or fruits, the manufacture or repair of canning and fishing equipment and the loading of pulpwood and lumber at dock and within reach of ship's tackle.

Alberta Legislative Committee holds hearings on labour legislation

The Alberta Legislature on March 1 directed its Agriculture Committee to consider requests of labour organizations for amendments to various labour laws and during March the Committee heard representations from labour, employer and farm organizations. Evidence was also given by the Secretary of the Alberta Board of Industrial Relations which administers the Hours of Work Act, the Male and Female Minimum Wage Acts, the Industrial Standards Act, the Labour Welfare Act and the Industrial Conciliation and Arbitration Act.

The Committee subsequently recommended to the Legislative Assembly that no action on labour be taken during the Session, which concluded on March 27, but that the Government consider implementing the recommendations made before the Committee when it deems this advisable (L.G., 1946, p. 826).

Representatives of labour organizations in Alberta requested, among other things, that the minimum rate be raised from \$20 and \$15 weekly for men and women respectively to 60 cents an hour, that weekly hours of work be limited by law to 40 instead of 48 as at present, with no reduction in "take-home pay" that an annual holiday of two weeks' with pay be required, and that the industrial Conciliation and Arbitration Act be amended to provide for "union security", heavier penalties for infractions, and to define "bargain collectively" as "negotiating in good faith to the conclusion and *signing of a written collective labour agreement*" (the words in italics are the proposed additions to the definition).

Representatives of the Alberta Farmers' Union, in their brief, supported the requests of the labour delegations for a 60-cent minimum rate and for a 40-hour week with the same "take-home pay". They stated also that they would be in favour of the same minimum wage rate for skilled farm help if farmers received "parity prices".

Spokesmen for the Alberta branch of the Canadian Manufacturers' Association opposed changes in the labour laws at the present time but asked that the provision for a voluntary check-off in the Industrial Conciliation and Arbitration Act be removed.

Central Institute of Management proposed in U.K.

The recommendations of the Baillieu Committee, appointed by Sir Stafford Cripps, the President of the Board of Trade, last November to formulate detailed proposals for the setting up of a Central Institute for all questions connected with management, are summarized in the April-May, 1946, issue of *Labour Management*.

The proposed Institute, according to the Committee, should provide a centre for study and research into Management problems, bringing together by affiliation the existing organizations. It should also serve as a central body for its member firms to furnish them with information and encourage education and training. Further, it should disseminate information concerning management practice, advise educational agencies in developing courses of instruction, maintain a library and serve as a link between persons seeking help on management problems and those who can furnish it.

Members of the Institute should be (1) management associations affiliated to it, (2) industrial and commercial firms as corporate subscribers, and (3) individual members. Trade unions and trade associations, not primarily concerned with management, should be given some interest in the Institute.

The Institute should be a professional organization with two grades of individual membership, according to the Committee. Full membership would be open only to a person whose "qualifications in management are higher or wider than those required for professional membership of any of the affiliated bodies." Graduation to full membership through membership in an affiliated body would be a normal process. Associate membership, which would have no professional status, would be open to anyone interested in the work and aims of the proposed Institute.

The Institute would be governed by a 24-member Council, including three representatives of affiliated bodies, three of companies,

12 full members, 3 associate members and 3 persons appointed by the Council to represent trade unions and trade associations.

The Committee recommended that the Institute from its inception should operate on a country-wide basis, but that a strong headquarters should be set up in London before regional centres are established.

Development of industrial research in Great Britain

The British Department of Scientific and Industrial Research, reputed to be "a body unique among Government organizations throughout the world" is to spend 70 per cent more on research in 1946-47 than in 1945, according to the United Kingdom Information Office.

The function of the D.S.I.R. is to conduct research for the benefit of the community, as well as to aid research in industry and in the universities. It covers a field ranging from research on building and radio, to food, water pollution and fuel. The largest establishment which it controls is the National Physical Laboratory with a staff of well over one thousand. In one department, that of "ship-building research, work on fuel consumption of ships has alone produced a saving of over one million pounds annually." Even that is being stepped up. "In the past year tests on model ships have produced a fuel-saving of another 25 per cent in the performance of the finished ship." Large savings have also been made possible by the study of heating appliances and in the prevention of spontaneous combustion in coal dumps.

Much of the annual grant for research in industry is absorbed by Industrial Co-operative Research Associations, which were founded by D.S.I.R., but in the main, carry on their work independently. The Associations' main functions are to develop new methods of manufacture and to cheapen and speed up existing processes. Notable results are reported to have been made in the cotton and wollen industries, and in fish processing.

Inter-union agreements in British engineering trades

Members of the Amalgamated Engineering Union are voting on a proposal, recommended by their Executive Council, for affiliation to the Confederation of Shipbuilding and Engineering Unions which includes workers in the shipbuilding, ship-repairing, engineering and aircraft industries, railway workshops, and in His Majesty's Establishments. The June, 1946, *Monthly Journal* of the A. E. U. contains the text of the proposed changes in the constitution of the Confederation.

Also reported is a new membership agreement between the A.E.U. and the National Union of Foundry Workers, which revokes one of January, 1945, and which will be reviewed in December, 1946. In future, the unions will recognize each other's cards in non-ferrous moulding shops, the A.E.U. will not enroll new members in ferrous moulding shops after July 1, 1946, and will recommend to members already enrolled there a transfer to the Foundry Workers which guarantees that they will not suffer any loss of benefits.

Protection of workers exposed to radio-active substances

The Minister of Labour and National Service in Great Britain has issued, under the power conferred by the Factories Act to make regulations for dangerous trades, draft regulations applying to factories where luminising is done. These are designed to replace the Factories (Luminising) (Health and Safety Provisions) Orders, 1942 and 1943, under the Defence (General) Regulations (L.G. 1943, p. 1481).

The proposed regulations add some new and important provisions to those contained in the earlier Orders. They propose to raise from 16 to 18 the age below which employment in luminising processes is prohibited. Persons who handle luminous compounds are to be given tests of exposure to radiation through the wearing of a photographic film, thus indicating whether the exposure to radiation is dangerously high.

For the first time, cleaners and maintenance workers are to be brought within the scope of the requirements, the latter only with respect to protective clothing, which is required to be worn in repair or maintenance work in rooms where luminising is carried on. Provisions with regard to cleaners who normally work more than three hours a week relate to medical examination, protective clothing and other safety precautions. To them will apply also the restrictions as to age and hours of work similar to those already in force for other persons employed in luminising operations.

There are new requirements about the use and disposal of cleaning materials, the use of drying stoves, the disposal of waste material and dissused containers, the provision of paper handkerchiefs to certain persons, and regarding precautions to be taken where the carrying on of the process in any room is abandoned. Provisions regarding exhaust ventilation are also to be amplified.

Compensation for silicosis in United Kingdom

To ensure payment of compensation to workmen suffering from silicosis incurred in industry who served in the Armed Forces or who were engaged during the war in any employment other than that responsible for the disease, the British Minister of National Insurance has amended the Orders of 1931 providing for compensation for silicosis incurred in the sandstone industry, in metal grinding and in various other industries as well as the Order concerning asbestosis in the asbestos industry. The amending Orders stipulate that the proviso in the principal Orders which excludes payment of compensation in cases where the workman has not been employed in certain processes at any time within a specified period (five years for silicosis and three years for asbestosis) shall be interpreted so as to disregard any period between September 3, 1939, and March 31, 1946.

Wage control re-established in U.S.A.

Federal wage and salary controls were re-established in the United States on July 26. Lapse of the Economic Stabilization Act on June 30 led to a joint Resolution of Congress amending the Price Control and Economic Stabilizations Acts and extending them to June 30, 1947.

The controls which were in effect at the end of June, 1946, and which have now been resumed are of two kinds, indirect and direct.

Direct control, the Wage Stabilization Board stated on July 26, applies to (1) all wage and salary increases in the building and construction industry, (2) all wage decreases and all decreases in salaries below \$5,000, and (3) the fixing of rates for new plants or new jobs. Failure to obtain approval before making any of these increases or decreases is a violation of the Economic Stabilization Act. Wages and salaries, subject to direct control, which were changed between June 30 and July 26, must be restored to the June 30 basis before August 10.

Indirect control applies to all wage and salary increases which are not subject to direct control. Such wage or salary adjustments may not be used, unless approved by the Board, as a basis for price relief or for increasing costs to the Government. Increases, however, may be granted without violating the Act and, by regulation of July 26, application for approval of such increases in wages or salaries as a basis for price relief may be made either before or after the increase is put into effect. The increases given since June 30 are not to be recognized as a reason for raising prices unless they are approved by the Board.

Price control renewed in U.S.

The twenty-five day hiatus in federal price and rent controls in the United States, which followed President Truman's veto of a bill to replace the lapsed OPA legislation (L.G. July 1946, p. 872), was ended on July 25, when the President signed a new Price Control bill passed by Congress.

The new bill continues the office of Price Administration in existence for another year but with reduced powers. It restores OPA regulations and price schedules as they existed on June 30; with the exception that controls on the prices of meat, milk, dairy products, grains and certain other commodities may not be restored before August 20. The bill establishes a three-man "decontrol board", empowered to remove controls from any commodity. It also contains a formula whereby the price ceilings of manufactured goods will be fixed at such a level as to reflect the average industry-wide price on each product for the year 1940 plus any increases in the cost of producing, manufacturing, or processing that have occurred since the base period. It restores all rent regulations in effect when price control lapsed, but exempts landlords from refunding excessive amounts collected during the interim period. Leases signed during the interim, however, which conflict with the reimposed controls are voided by the new bill.

In a message to Congress the President said that he signed the bill "reluctantly" as it fell "far short" of his hope for a measure that would assure prices remaining generally stable, but stated that "it is a better bill than the one I was forced to veto," and indicated his hope that under its provisions the economy could be kept on an even keel "until a flood of goods makes further control unnecessary."

"The behaviour of prices and rents in the last four weeks," the President said, "has given the country a frightening foretaste of what would happen to the cost of living without price and rent control. . . The Bureau of Labor Statistics index of twenty-eight basic commodities in the primary markets has shown an increase of 24.8 per cent in the twenty-six days since June 28, 1946, as against an increase of only 13.1 per cent in the three years and forty-two days between the signing of the hold-the-line order on May 17, 1943, and June 28, 1946. . .

"These increases have occurred in spite of the restraining influences at work to keep prices down. I had requested that the price line be held while the Congress considered the enactment of a workable law. Business men hesitated to build up inventories at high

prices and thus risk serious loss if prices were rolled back to the June 30 levels. This risk was heightened by the prompt passage in the House of Representatives of a resolution which would restore the June 30 prices and rents. In addition, consumer resistance to increased prices developed immediately.

"In view of the alarming rise in prices which took place under these conditions, it is not difficult to predict what would happen if a free market were operating without restraint."

Trend of earnings in United States

Although average earnings in manufacturing, calculated on an hourly basis, have been rising at a rate of two cents a month, average weekly earnings have been showing a steady decline, according to a recent report of the United States Department of Labor.

Hourly earnings for production workers in manufacturing reached a new high of \$1.07 in May, while preliminary estimates for June indicated a further rise to \$1.08.

On the other hand weekly earnings in manufacturing declined from \$42.87 in April to \$42.46 in May, reflecting a shorter work-week in virtually all industries. To some extent, the report states, the decrease in average hours per week results from the adoption of a shorter scheduled work-week but, in the main, it was necessitated by the shortages of coal and other materials during the coal strike and the freight embargo.

Each of the 20 major manufacturing groups reported higher average hourly earnings in May 1946 than a year ago. However, in only half of the groups were average weekly earnings above the level of May 1945. In the groups which were directly concerned with the war effort, the so-called munitions groups, weekly earnings declined. Over the year, decreases of \$5 or more per week were reported by the iron and steel, machinery, transportation equipment and automobile groups. Despite a weekly drop of over \$7 in transportation equipment, earnings in that group are still higher than in any other major group.

Average weekly earnings were 7.6 per cent lower in May, 1946 than in May, 1945. Average hours, which were 39.7 in May, 1946, were 10.1 per cent lower than a year ago; while hourly earnings had increased by 2.8 per cent.

Farm workers and U.S. Labour Relations Act

Organization and collective bargaining by persons employed by farmers or on farms in work incidental to or in conjunction with farming operations, including the preparation of commodities for market, the delivery to storage

or to market or to carriers for transport to market, cannot, during the fiscal year 1947, be aided by the U.S. National Labour Relations Board.

"Agricultural labourers" were excluded from the operation of the U.S. National Labour Relations Act, 1935, but the term was not defined in the statute. The Board interpreted it according to its "common usage" to mean persons "employed on a farm in the cultivation of the soil, including the harvesting of crops and the rearing and management of live stock". The essential character of the work performed by the individual employee was the test, the Board considered, "not whether various activities are considered part of a single management or whether the employee is engaged in handling products grown on a farm".

A "rider" attached to the Act appropriating funds for the Board, which was approved on July 26, stipulates that no part of the Board's funds may be available "to organize or assist in organizing agricultural labourers or used in connection with" investigations, hearings or orders concerning bargaining units composed of agricultural labourers as defined in the Fair Labour Standards Act, 1938.

The latter statute defines "agriculture" to include

farming in all its branches and among other things includes the cultivation and tillage of the soil, dairying, the production, cultivation, growing and harvesting of any agricultural or horticultural commodities . . . the raising of live stock, bees, fur-bearing animals, or poultry, and any practices (including any forestry or lumbering operations), performed by a farmer or on a farm as an incident to or in conjunction with such farming operations, including preparation for market, delivery to storage or to market or to carriers for transportation to market.

Amendment in United States Anti- Racketeering Act

On July 3, 1946, the President of the United States signed an amendment removing the special immunity of labour unions from the so-called Anti-Racketeering Act of 1934,

an "Act to protect trade and commerce against interference by violence, threats, coercion or intimidation". The Act of 1934 declared it a felony for any person (a) to obtain or try to obtain, by the use of, or the attempt to use or threaten to use, force, violence, or coercion, the payment of money or other valuable considerations or the purchase or rental of property or protective services, but not including "the payment of wages by a bona fide employer to a bona fide employee"; (b) to obtain the property of another, with his consent, induced by wrongful use of force or fear; or (c) to commit or threaten

to commit an act of physical violence or injury to a person or property in furtherance of a purpose to violate (a) or (b) above; or (d) to conspire to do any of these things.

On March 2, 1942, the United States Supreme Court, the Chief Justice dissenting, held, in a case involving Local 807 of the Teamsters' Union in New York, that the Act did not apply to the practices of the Teamsters' Union, that the decision of the Circuit Court of Appeals must be affirmed and that the conviction of the Local and certain individuals for violating the Act could not stand.

Members of the Local, which included nearly all the motor-truck drivers and helpers in New York City, "conspired to use and did use violence and threats" in an attempt to compel the hiring of the Local's members as drivers of out-of-town trucks from the city limits into New York. Previously, the out-of-State drivers made deliveries to warehouses in New York and picked up merchandise for delivery to consignees in other States. In some of the cases complained of, the out-of-State driver was compelled to turn over his truck to a member of the New York Local; in other cases, the owner or driver was forced to pay \$9.42 or \$8.41 for each truck according to size, being the amounts of the regular union rates for a day's work of driving and unloading. In the latter cases, the New York drivers might or might not refuse to do the work or might not be permitted to do it.

The majority opinion was that the "ordinary activities of labour unions" were intended to be protected by the Act and that other unions, for example the Musicians', accepted payments even where their services were refused. The Court was careful to state, however, that it was

not its province to approve or disapprove such tactics....such activities are not beyond the reach of federal legislative controlThe power of State and local authorities to punish acts of violence is beyond questionThe use of violence disclosed by this record is plainly subject to the ordinary criminal law.

Two months after this decision the "Hobbs Bill" to amend the Act of 1934 was introduced in Congress and passed by the House of Representatives. It was approved by the Senate only in 1946.

The amending Act declares guilty of a felony any person who, by robbery or extortion, obstructs, delays or affects interstate commerce in any way or degree, or who conspires or attempts or participates in an attempt to do so, or any person who uses or threatens to use physical violence to a person or property with the object of interfering with commerce as described.

The Act stipulates that it shall not be construed to repeal, modify or affect the Clayton Anti-trust Act, 1914, the Norris-LaGuardia Anti-injunction Act, 1932, the Railway Labour Act, 1936, or the National Labour Relations Act, 1935.

Chain-store managers granted bargaining rights in U.S.A.

The United States National Labor Relations Board has interpreted the term "employees" under the Wagner Act as being applicable to store managers of retail chain companies.

In a recent case dealing with an application for collective bargaining rights on behalf of store managers of the Great Atlantic & Pacific Tea Co., the board ruled that only members of the "nationwide supervisory hierarchy" of the chain were to be excluded from the ambit of the Wagner Act. The Board, in its ruling, distinguished managers possessing supervisory authority over segments of the company's operations from supervisory personnel dealing with overall operations, and held that this restricted authority did not obviate coverage under the Wagner Act.

Child labour branch in U.S. Department of Labour

The United States Secretary of Labour announced on July 16 that the Industrial Division of the Children's Bureau is being transferred to the Labour Department's Division of Labour Standards, and the rest of the Bureau to the Federal Security Agency.

To be known as the Child Labour and Youth Employment Branch of the Division of Labour Standards, the new branch "will be expected to promote better working conditions for minors, develop and promote standards for their employment protection, and measures for advancing their opportunities for suitable work. It will advise with other bureaus in the Department and with State and other public and private agencies and with individuals on these and other matters affecting young workers. In these activities, the branch will co-operate with the Children's Bureau work in the broad field of child health and welfare."

Minimum age for work on power hoists and lifts in U.S.A.

A Hazardous - Occupations Order (No. 7) effective on September 1 has been issued by the Chief of the Children's Bureau of the U.S. Department of Labour. Made under the Fair Labour Standards Act, the Order prohibits the employment of persons under 18 in occupations involved in the operation of power-driven hoisting apparatus.

The Order was made after hearings were held by the Chief of the Children's Bureau (L.G., 1946, p. 835), and its effect will be to raise from 16 to 18 years the minimum age for employment in the work of operating an elevator, operating or assisting in the operation of a crane, derrick, hoist or high-lift truck, or in work which involves riding on a freight elevator. The operation of an unattended automatic passenger elevator or an electric or air-operated hoist not exceeding one-ton capacity, or work where workers customarily are transported in a freight elevator to their workplace at the beginning and end of scheduled work-periods are not included in the Order.

Safety code for U.S. soft-coal mines

A uniform safety code in all soft-coal mines in the United States operated by the Federal Government was proclaimed on July 29

by the Secretary of the Interior, J. A. Krug. The code was ordered established pursuant to the provisions contained in the agreement signed by the Government and the United Mine Workers which terminated the recent soft-coal strike (L.G., June, 1946, p. 720). The code will apply to more than 4,500 mines and remain in effect during the period of Government control. Secretary Krug expressed enthusiasm for the code and described it as "a milestone on the road that leads to making American mines the safest in the world."

The Union expressed approval of the standards and a spokesman declared them to be "a vast improvement over existing working conditions." He added that it would promote better safeguards and reduce mine fatalities.

The new minimum safety code establishes more than 300 separate standards covering "practically every phase of operating conditions and practices in coal mines" according to the official announcement from the Department of the Interior. These standards apply specifically to such aspects and conditions of mining as ventilation and gases, explosives, timbering, rock dust, transportation and haulage, electricity, fires and disasters and a list of miscellaneous items.

Vacation with pay benefits contained in health scheme

A group insurance scheme providing for paid vacations in addition to payments of health benefits has been established through collective bargaining between the

Joint Board of the Dressmakers Union of Greater New York, a local of the International Ladies Garment Workers Union (AFL), and five associations representing 2,200 employers in the dress industry in New York City.

The fund is financed by a contribution of 3½ per cent of the payroll by the employers and is administered jointly. Vacation benefits, paid from the fund, average approximately \$30 per week. Members of the plan employed for one year are granted one week's vacation. For members with at least six months a half of the week's pay is given. It is estimated that paid vacations consume about two-thirds of the contributions to the fund.

The health provisions of the fund provide for disability and hospital benefits, eye examinations and free medical service up to a maximum of \$15 a year.

Health insurance plan initiated in New York City A health insurance scheme encompassing all employees living and working in New York City has been recently initiated, news items report.

A non-profit corporation, The National Health Insurance Plan of Greater New York will provide for comprehensive medical and surgical services for qualified persons earning up to \$5,000 a year. It covers all types of medical treatment but excludes hospitalization costs. Enrolment groups are limited to those composed of 75 per cent of the personnel of the firm or city department involved. The estimated costs will range from \$28 for a single individual to \$87 for employees with families of three or more persons.

UAW sponsors "Charm School" in Detroit Sponsored jointly by the United Automobile Workers of America and Wayne University, a course for female union members in health and physical education known as the "Charm School" took place in Detroit this year and is expected to be resumed in the fall in individual locals.

Classes met in the UAW Health Institute (L.G., 1944, p. 554), and the eight-week course included instruction in cosmetics and make-up, posture and corrective exercises, health and nutrition, and hair-styling. An enrolment of 65 was reached, according to the *CIO News*.

Meeting of WFTU executive committee in Moscow The executive committee of the World Federation of Trade Unions, meeting for the first time in Moscow, adopted resolutions for the staging of world wide labour demonstrations demanding the inclusion of the WFTU in the United Nations and "the restoration of democracy in Spain".

Sir Walter Citrine, President of the Federation, in announcing the above resolutions revealed that they empowered each national organization to determine its own action against Spain, but recommended that mass demonstrations begin in all countries on July 18, the anniversary of General Franco's advent to power, and continue until August 18.

The WFTU also called on the United Nations to recognize the Giral Republican Government, functioning in Mexico, as "the legal constitutional government" of Spain.

Membership in the recently-formed labour body was granted to labour federations in Burma, Korea, Greece, the Belgian Congo, Lebanon and Indo-China and, provisionally, Iran. Sir Walter stated that the Korean federation was accepted "in principle" but than an executive council committee would visit Korea to determine whether it was a bona fide and democratically organized trade union. Conjointly, the commission will study trade unions in Japan, Malaya and Burma to determine their acceptability for WFTU membership.

M. Louis Saillant, general secretary of the organization declared that the committee found the United Nations refusal to grant the WFTU membership in the Economic and Social Council "highly unsatisfactory". The committee called upon member unions to exert pressure upon their respective governments to send resolutions advocating membership in the council to the United Nations.

The next meeting is scheduled to be held in the United States, coinciding with the meeting of the General Assembly, it was announced.

Annual holiday in factories in India From January 1, 1946 a yearly paid holiday of ten consecutive days, or in the case of a child under 16 to 14 days, was provided for all

factory workers in India except those operating only seasonally. The holidays can be accumulated over two years. A holiday is to be granted after 12 months continuous service and service is to be deemed continuous notwithstanding interruption brought about by sickness, accident or authorized leave not exceeding 90 days in the aggregate for all three, or by a lockout or a legal strike, or by periods of involuntary unemployment not exceeding 30 days in all. A factory inspector may institute proceedings on behalf of any worker to recover any sum required to be paid under the holidays provision.

Annual Holidays in Canada and Britain

Summary of Legislation and of International Labour Convention

LEGISLATION in Canada and Britain to provide holidays with pay is briefly summarized below with particular reference to the provisions relating the length of the annual holiday to the period of employment. Also given in summary form are the stipulations of the Holidays with Pay Convention and Recommendation which were adopted by the International Labour Conference of 1936.

In Canada the provinces of Quebec, Ontario, Saskatchewan, Alberta and British Columbia have provided for a yearly holiday with pay for persons employed in most trades and industries. All these provinces except agriculture, and all but Saskatchewan exclude private domestic service. The provincial laws vary in the relation of the holiday period to the length of employment.

In Quebec an Order, gazetted and effective on July 27, 1946, under the Minimum Wage Act requires a worker to be given a week's holiday after a year's employment or a half-day for each calendar month of employment if less than a year.

The Ontario Hours of Work and Vacations with Pay Act, 1944, provides for one week's holiday for every person who has been employed at least one year. The Saskatchewan Annual Holidays Act, 1944, effective on July 1, 1946, grants two weeks' holidays after a year's employment but an employer may give a worker who has been employed less than a year a holiday of one working day for each month of employment, the holiday to be in one whole period. In Alberta, regulations of June 24, 1946, in effect on June 29, under the Labour Welfare Act, 1943, stipulate that a week's holiday shall be given after one year's employment and two weeks' holiday after two years' employment.

In British Columbia, the Annual Holidays Act from July 1, 1946, provides for one week's holiday after a year's employment, 280 days of actual work.

The British Columbia and Saskatchewan Acts and the Alberta regulations expressly stipulate that the annual holiday with pay is exclusive of any public holidays to which the worker is entitled; the Quebec Order stipulates that the holiday must consist of at least six working days, seven in all, and be continuous. In Saskatchewan the annual holiday may be taken in one period of two weeks or in two periods of one week each; in Alberta, except for coal miners, and in

British Columbia, the week's holiday must be given in one unbroken period. Alberta Regulations of April, 1945 (L.G., 1945, p. 915) under the Labour Welfare Act provided for annual holidays for coal miners. As revised in March, 1946 (L.G., 1946, p. 683), these regulations entitle a miner to one day's holiday for every 23 days worked in a month (22 in February) but not more than two weeks' holiday in a year. An eight hour shift is to be counted as a day's work and overtime is to be an additional day or part of a day in qualifying for holidays. Where a short shift is worked on account of mine difficulties, a full work day is to be counted but where the workers leave work before the end of the shift of their own volition, credit is to be given only for the time worked. Time lost through illness, certified by a physician, of not more than three days in a month and time lost on account of an industrial accident up to six days in a month are to be considered working time.

British Legislation

The Holidays with Pay Act, 1938, authorized the minimum-wage-fixing authorities such as the Trade Boards (now the Wages Councils), the Agricultural Wages Board and the Road Haulage Central Wages Board, to grant holidays of such duration as the authority might direct provided the holiday did not exceed, in the aggregate, seven days in any twelve-month period. A Wages Council may be established in any industry where there is no adequate machinery for the effective regulation of wages. Council members are representative of the public and the employers and workers in the industry. The Wages Councils Act, 1945, repeals the Trade Boards Acts, 1909 and 1918, under which somewhat similar machinery was provided for low-wage industries.

By the Wages Council Orders holidays are usually required to be given during the "holiday season" between April or May 1 and September 30. In addition to the six or seven public holidays to which a worker is entitled, he is, by these Orders, entitled to one day's holiday after being employed at least eight weeks in the twelve months preceding the "holiday season", two days' holidays after 16 weeks employment and so on, one additional holiday being allowed for eight additional

weeks' employment until, after at least 48 weeks' work, the full six days holiday is due.

Holiday orders made by Wages Councils include provision to safeguard the holiday rights of persons who work short time or who lose time on account of illness or accident, who are laid off temporarily because of shortage of work, or, in some cases, who lose time on account of a strike. Most of the Orders stipulate that:—

for the purpose of calculating any period of employment entitling a worker to an annual holiday or to any accrued holiday remuneration . . . the worker shall be treated—

(a) as if he were employed for a week in respect of any week in which—

(1) he has worked for the employer for not less than 20 hours [ranges from 12 hours in baking to 24 hours in several trades] and has performed some work to which statutory minimum remuneration applies; or

(2) he has been absent throughout the week by reason of proved illness or accident, but not exceeding four weeks in the aggregate [12 weeks in baking] in the period of 12 months immediately preceding the commencement of the holiday season; or

(3) he has been suspended throughout the week owing to stoppage of work, but not exceeding six weeks in the aggregate in the period of 12 months last mentioned; or

(4) he has been absent throughout the week owing to stoppage of work due to a trade dispute but not exceeding 12 weeks in the aggregate in the period of 12 months last mentioned [from Baking Industry Order; in Boot and Shoe Repairing Order strike unauthorized by the workers' trade union is excepted from this provision].

International Labour Convention and Recommendation

An International Labour Convention of 1936 provides for a yearly holiday of at least six working days after one year of continuous employment. The annual holiday for young persons, including apprentices, under 16 years of age, must be at least 12 working days. Each country is to provide for a longer holiday after longer service and in such case, the holiday may be taken at different times according to the regulations made.

A holiday period may not include any public or customary holidays or any period of absence from work on account of illness. Any agreement to relinquish the right to a holiday is to be void and engaging in paid employment during a holiday may deprive the worker of his holiday pay. Any person dismissed by an employer is entitled to pay for the proportion of the holiday due him.

A Recommendation of the International Labour Conference of 1936 sets out the following suggestions to Member States who give effect to the Convention:

(1) the continuity of service required to entitle a worker to a holiday should not be affected by interruptions caused by sickness or accident, family events, military service, the exercise of civic rights, changes in management of the undertaking, or intermittent voluntary unemployment if it does not exceed a prescribed limit and if the worker resumes employment;

(2) in seasonal work the condition of continuity of employment should be considered satisfied by the working of a prescribed number of days in a prescribed period;

(3) the holiday should be earned after one year's work, regardless of whether this period has been spent in the employment of the same or of several employers. The cost of the holiday should not fall entirely on the last employer;

(4) the holiday should be taken at one time except in special cases and then in not more than two parts;

(5) the increase in the length of the holiday with the duration of service should begin to operate as soon as possible and should be effected by regular stages so that a prescribed minimum will be attained after a prescribed number of years, for example, 12 working days after seven years' service;

(6) holiday pay to be calculated as fairly as possible for workers not paid at time-rates should be based on average earnings over a fairly long period so as to nullify, as far as possible, fluctuations in earnings.

(7) consideration should be given to longer holidays for persons under 18 years of age.

International Labour Organization

Twenty-ninth Session of International Labour Conference

THE 29th Session of the International Labour Conference, to be held at the University of Montreal beginning September 19, will be the first session of the Conference to be held on Canadian soil.

The meeting is expected to bring to Montreal delegations from 45 to 50 of the member countries of the International Labour Organization. The delegations will be tripartite, comprising two Government representatives, and one representative each of employers and labour. Each delegate may be accompanied by two advisers for each of the four technical items on the agenda, making a total of eight advisers for each delegate. An attendance of more than 400 is anticipated.

The agenda is as follows:

1. Director's Report;
2. Constitutional Questions;
3. Protection of Children and Young Workers;
4. Minimum Standards of Social Policy in Dependent Territories;
5. Report on the Application of International Labour Conventions.

A committee to co-ordinate preparations for the physical arrangements for the Conference has been set up with the following as members: Mr. Paul Goulet, special assistant to the Deputy Minister of Labour in charge of relations with the ILO, representing the Dominion Government; Mr. Jean-Pierre Despres, Director General of Services, Ministry of Labour, representing the Province of Quebec; Valmore Gratton and Royden M. Morris, representing the City of Montreal; Paul E. Joubert, Montreal Tourist and Convention Bureau; Roland Bureau, University of Montreal, and officials of the International Labour Office.

The Conference will be preceded, beginning September 11, by meetings of a number of committees of the Governing Body. The Governing Body itself will meet September 16 and 17. September 18 has been set aside for separate pre-conference meetings of the Government, management and labour delegates to the Session.

Several draft International Labour Conventions will be up for consideration at the

Conference. An International Labour Convention is a draft international treaty, and may only be adopted by a two-thirds vote of the Conference, whereupon member states are obligated, under the terms of the Constitution, to give consideration to the matter with a view to enacting legislation or taking other action to comply with the provisions of the Convention. If the country decides not to ratify the Convention, its obligation ceases. If, however, it decides to ratify, the Convention becomes binding upon it and upon such other members as take similar action. Each of the members are required to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of Conventions to which it is a party.

Canada, like other federal states, has been faced with difficulty in regard to International Labour Conventions whose subject matter falls within provincial rather than Dominion jurisdiction. As a result, Canada has been able to ratify comparatively few Conventions. The difficulties of federal states in regard to Conventions have been a matter of concern to the Organization, and will come up for discussion at the Montreal Conference under Item 2 of the agenda, Constitutional Questions (L.G., May, 1946, p. 591).

The new draft Conventions that will be brought before the Conference in September have to do with the protection of children and young workers, and with the establishment of minimum labour standards in non-self-governing territories.

Canada's delegation to the Montreal Conference is expected to include strong representation from the provincial governments as well as from the Dominion. Delegates representing organized labour and employers will also be in attendance.

Twenty-eighth Session

The Report of the Canadian Government Delegates to the Twenty-eighth Session of the International Labour Conference is being published as a supplement to this issue of the

LABOUR GAZETTE. The Conference was held at Seattle, and dealt exclusively with maritime questions.

Nine Conventions were adopted, one of which dealt with minimum wages and maximum hours of work, the first time that an

international treaty dealing with such a subject has been negotiated. The other eight Conventions dealt with such aspects of the living and working conditions of seamen as food on board ship, crew quarters, vacations with pay, and social security.

Amendments to Constitution of ILO

THE International Labour Office announced on July 30 that twenty countries had so far ratified the Instrument of Amendment to the Constitution of the International Labour Organization. The constitutional changes embodied in the instrument will come into effect when it has been ratified by thirty-nine countries, that is, by three-quarters of the fifty-one member states.

Canada's ratification was made by an Order in Council of July 12, 1946, which was deposited with the International Labour Office on July 22.

The Instrument of Amendment was adopted by the General Conference of the ILO in Paris on November 5, 1945 (see Supplement to LABOUR GAZETTE, December, 1945).

The amendments relate to membership of the International Labour Organization, the arrangements for the financing of the Organization, and the procedure for making future amendments to the Constitution of the Organization.

The amendments dealing with the membership of the Organization are aimed at achieving the full participation in the Organization of all states which are members of the United Nations; they replace the present text which connects membership of the International Labour Organization with membership of the League of Nations.

The provisions concerning financial and budgetary arrangements are designed to facilitate the conclusion of appropriate financial and budgetary arrangement between the

International Labour Organization and the United Nations, and to make provision for the continuance of the work of the International Labour Organization in any interval which may occur between the winding up of the League of Nations and the conclusion of appropriate arrangements with the United Nations. (Negotiations have already been completed as to the relationship of the ILO with the United Nations between delegations representing the two organizations, subject to final ratification by the September Conference of the ILO and the General Assembly of the United Nations.)

In substitution for the existing arrangements under which amendments to the constitution of the International Labour Organization require ratification by three-quarters of the members of the Organization, including all the States whose representatives compose the Council of the League of Nations, the Instrument of Amendment provides that amendments shall take effect when ratified or accepted by two-thirds of the members of the Organization, including five of the eight members which are represented on the Governing Body as States of chief industrial importance.

The September Conference will have before it a number of additional amendments to the constitution designed to remodel and re-equip the ILO to enable it to discharge its responsibilities with enhanced efficiency. These proposed amendments were suggested by the committee on constitutional questions appointed by the 27th Session of the Conference.

Turkey and New Zealand Ratify ILO Conventions

The International Labour Office recently announced the registration of four ratifications of International Labour Conventions.

Turkey registered its ratification of Conventions governing a weekly rest in industry, fee-charging employment agencies, and workmen's compensation for industrial diseases. Ratification of the revised Convention concerning the minimum age of employment at sea was registered by New Zealand.

The registrations brought to 921 the total of registered ratifications of the 76 Inter-

national Labour Conventions which have been adopted by the ILO in the past 27 years. Turkey has now ratified four Conventions, and New Zealand 24.

Countries ratifying Conventions are obligated, under the terms of the Constitution of the ILO, to apply the standards set forth in the Conventions, and to report annually to the International Labour Office on how they are applying them.

Statements of Labour Organizations on Immigration

THE views of the two major Canadian labour organizations on the question of immigration were expressed in prepared statements read by A. R. Mosher, President of the Canadian Congress of Labour, and Percy R. Bengough, President of the Trades and Labour Council, before the Senate Standing Committee on Immigration and Labour, on July 25.

The Committee has been conducting hearings on the problem of immigration for the

purpose of determining: (a) the desirability of admitting immigrants to Canada; (b) the type of immigrant which should be preferred, including origin, training and other characteristics; (c) the availability of such immigrants for admission; and (d) the facilities, resources and capacity of Canada to absorb, employ and maintain such immigrants.

Some of the highlights of the statements of the two labour organizations are presented below.

Statement of Canadian Congress of Labour

Mr. Mosher declared: "The Canadian Congress of Labour, representing over 300,000 Canadian workers, greatly appreciates this opportunity of appearing before you. The question of immigration is of the greatest importance to labour, and the Congress welcomes your recognition that before any policy is decided upon representatives of labour should be consulted.

No Racial Discrimination

"Assuming for the moment that some immigration is desirable, the Congress submits that there are two points on which there should be general agreement:

"(a) Racial discrimination should have no place in our immigration policy. People from some countries may, because of their background, education or customs fit into Canadian life more easily than people from some other countries, and such factors may properly be taken into account. But 'race' (however defined) or nationality ought not to be considered at all.

"(b) The last two Censuses have shown a steadily rising proportion of old people in our population, and the recent Dominion Bureau of Statistics, Bulletin F-4. *The Future Population of Canada*, shows that this trend is likely to continue and to become more marked. The following table shows the percentages of persons of 70 years and over, 65 and over and 60 and over in 1921, 1931 and 1941, and the estimated percentages for 1951, 1961, and 1971:—

	1921	1931	1941	1951	1961	1971
70 and over	2.8	3.3	4.0	4.7- 4.8	5.8- 6.0	6.7- 7.0
65 and over	4.8	5.5	6.7	7.9- 8.0	8.2- 9.5	10.4-11.0
60 and over	7.5	8.4	10.2	11.8-12.0	13.2-13.6	15.2-15.9

"The admission of refugees," Mr. Mosher said, "is not really part of the immigration question. Immigration is an economic question. The admission of refugees, though it has,

of course, economic aspects, is primarily a humanitarian question. Canada is under an obligation to humanity to admit her due share of refugees even if it costs her something. It may actually bring her important economic benefits. But even if it does not, she must do her part.

Suitable Immigrants

"The Congress is very doubtful whether suitable immigrants will be available in any large numbers during the next few years. Plenty of Europeans may want to come here, but most European countries will be anxious to keep exactly the types of people who would make the best immigrants. The Congress submits, therefore, that it would be very unwise to base immigration policy on the assumption that we can get as many suitable immigrants as we may want, or that we have only to reach out and take our pick of the world's population . . .

"The 'desirability of admitting immigrants to Canada' and 'the facilities, resources and capacity of Canada to absorb, employ and maintain such immigrants' are part of our general national economic problem. They cannot be viewed in isolation. Specifically, they must be related to the Government's declared aim of maintaining a high level of employment and income. We want as many immigrants as will give us the highest possible standard of living for the masses of the people. We do not want immigration used as a means of getting cheap and docile workers and breaking down the standard which organized Labour has built up. We do not want it used to provide employers with a pool or reserve of unemployed workers who will be taken on when the employer can make more profit by using extra hands, laid off and maintained at the taxpayers' expense when he cannot, and used as a big stick to keep Labour in its place.

Must Be Strictly Controlled

"For this reason, the Congress submits that neither the framing of immigration policy, nor the carrying out of any policy, should be left to private interests. Both should be kept firmly in the hands of the Government, which is responsible to the people, and the Government should regularly consult with the representatives of Labour and Agriculture as to both policy and administration.

"In formulating suitable immigration policy it is necessary at the outset to clear our minds of two widely-held false notions. One is the lump of work theory: that there is only a fixed amount of work to go around, and that if you bring in more people, there will be just that much less for everybody. The other is that population in itself means prosperity: that the more people you bring in, the richer everybody will be. Clearly, extra people are not just extra stomachs; they *can* mean extra production. On the other hand, they do not *necessarily* mean extra production: an empty stomach is no customer unless its owner can pay for what he needs to fill it. A dozen years ago we had a considerable number of empty stomachs whose owners, through no fault of their own, could produce nothing, and were able to consume only what the employed population was prepared to contribute by way of relief. India, China and other countries have very large populations but are not famous for high standards of living.

"In considering Canada's capacity to absorb immigrants, the first thing to bear in mind is that the physical size of the country, the fact that it covers nearly half a continent, is almost wholly irrelevant. A large part of our territory is economically worthless and incapable of settlement. The *1945 Canada Year Book*, pp. 27 and 28, classifies over 56 per cent of our land area as 'waste and other land', a footnote explaining that this 'includes open muskeg, rock, road allowances, urban land, etc.' This land, as Professor Dymond, Director of the Royal Ontario Museum of Zoology, says, 'is incapable of producing any crop other than wild life . . .'

Uncertainty of Foreign Trade

"To a considerable degree our future industrial development depends on the future of international trade . . . We cannot be certain of the restoration of international trade. We cannot even be certain that the United States will avoid another major depression. The very well-informed, able and careful London *Economist* is far from hopeful on any of these points.

"It is very doubtful, indeed, whether we can expect any spectacular expansion in the outside markets for our forest or mineral products in the near future; and even under the most favourable conditions our manufacturers will face strenuous competition abroad from Britain, which must export or die, and the United States, where the idea of exporting to secure full employment has gained wide acceptance.

National Economic Planning Essential

"The Congress submits that the first aim of national economic policy should be to provide full employment at decent incomes for our own people. This, the Congress believes, will require national economic planning at least to the degree contemplated by Lord Beveridge in his *Full Employment in a Free Society*. Of such planning, immigration policy would be a necessary, and might be a most important, part. The Minister of Finance, or other responsible Minister, in drawing up his manpower budget, would have to plan for private and public expenditure for consumption and investment on a scale sufficient to employ the whole working force of the nation, and to provide the goods and services which a modern civilized community has a right to expect. He might well find that the country needed a larger working force than was available from the existing population. He might find that there was not enough skilled labour of certain types, and that the time needed to train the necessary number of workers was so long that the delay would seriously hamper national development. In these circumstances, he would presumably recommend bringing in the proper number and kinds of immigrant workers, and the Government would bring them in, take them where they were needed, and see that they were decently established in the community.

"In other words, immigration policy would have to be dovetailed in with general employment policy, housing policy, a Labour Code, and social security. Immigration would have to be planned, not left to the hit-or-miss, catch-as-catch-can, Micawberish methods of the years before 1914. We cannot afford to let people come here just as they please, or as suits the convenience and profit of private interests. We cannot afford to leave the immigrant to sink or swim. We cannot afford to expose Canadian workers to the constant threat of having their standards undercut by immigrants who must take any kind of job at any wages and under any conditions to avoid sheer starvation."

Statement of the Trades and Labour Congress of Canada

Mr. Bengough's statement was as follows:

"The Trades and Labour Congress of Canada has considered the question of immigration for many years. Believing it may be of interest to the Members of the Senate Committee, we are attaching to this Memorandum the views on the question of immigration as expressed at the Conventions of this Congress at the time and place stipulated. Naturally, with changing times, some changes have been made in the views expressed during the years. However, there has been no change in the particular view which has been and still is contained in the Platform of Principles of this Congress, which states: 'Exclusion of all races that cannot be properly assimilated into the national life of Canada.'

"It must be recognized that there are citizens of other countries who may be good brothers and sisters, internationally, but yet would not be acceptable as brothers and sisters-in-law to Canadians. Experience has clearly demonstrated that because of this fact certain nationals who have in the past been admitted into Canada remain as a distinct race and will remain a problem for future generations. The result of permitting such an immigration policy has been equally unfair to those admitted and to their children, as to the citizens of Canada generally. Organized labour naturally opposed such immigration for the fact that such immigrants came and for many years stayed as a source of cheap labour, which, of course, was the same reason that the 'get rich quick employers' of that day welcomed them. Any system of selection must include the suitability of assimilation, and must, in the best interests of all, be rigidly adhered to.

"At the last Convention of this Congress, held in the City of Toronto, September, 1944, the Standing Committee on Post-war Rehabilitation reported as follows:—

Whether we in Canada are prepared to adopt a progressive immigration policy is a matter of vital concern. We cannot ignore the fact of the wonderful productive advantages of our industries, agriculture and our valuable natural resources and in our judgment we should be willing to accept selected people only in such degrees that they can be absorbed and do not vitally affect the general welfare of our own citizens and that full employment and security are assured to all before any attempts are made to remove existing restrictions.

This was unanimously endorsed by the Convention and represents the present day views of the Congress on the question of immigration, with the inclusion of recognition of the

need of proper housing. We might add that there is a general recognition that this country could and should maintain a far larger population than we have at present. In face of the future prospects of less export trade as a result of the improvements made in importing countries both agriculturally and industrially, Canadians must, of necessity, give more attention to the development of Canada and to their home market, which is possible only if our people are gainfully employed with a buying power in balance with their ability to produce. Unquestionably a larger population would mean more customers both for the manufacturer and the merchant; neither can we overlook the fact that twelve million people are not sufficient to hold such a country as Canada so rich in natural resources, indefinitely.

"In conclusion, we wish to leave this thought with this Committee: The problem of securing selected immigrants is no less than the one of how to retain them as citizens. Some claiming to be informed have stated that the natural birth increase from the time of Confederation would have resulted in a population equal to that at present. If such were true, then all results of past immigration have been lost.

"A five-year survey conducted on the Pacific Coast a few years ago did show that fifty per cent of our building trades mechanics had taken employment in the United States. Many of them, undoubtedly immigrants trained in Canada to our construction methods, then went to the United States as first class workmen. The same applies to thousands of our apprentices, our working population and to the graduates of our Universities. While Canada can supply the education and meet the cost in producing artisans and scientists, we have not yet found the answer to providing them with a standard of living sufficient to retain their services, so necessary to the building and development of this great country. Until means are found to retain our ablest and brightest citizens, the looking for new immigrants to educate, train and lose is not so important. On the face of it our first job is to repair the container, then pour in the new immigrants."

A list of resolutions adopted at past conventions of the Congress, which was appended to the statement, amplified the Congress' position of favouring a selective immigration policy which in no way would adversely affect the "living standards or the welfare of our present Canadian population."

Immigration of Members of Polish Army

FOUR thousand members of the Polish Army are to be admitted to Canada to engage in agricultural pursuits, it was announced recently in the House of Commons by the Minister of Justice, Rt. Honourable L. S. St. Laurent.

The Minister stated that the Government of the United Kingdom, honouring obligations undertaken somewhat earlier, had obligated itself to find domicile for members of the Polish Army which served with the allied forces who may not choose to return to Poland immediately. There were about 159,000 men in this army; of whom those who have not been demobilized are now located partly in Italy and partly in the United Kingdom. Most of them, the Minister said, have chosen not to return to Poland at this time.

The Minister declared that in reviewing the situation to determine whether the Government could be of assistance it had been noted that there still exists in Canada an acute shortage of suitable labour for agricultural employment, not only on a seasonal basis but as a more or less permanent situation.

"In surveying the problems involved," he said, "the Government had the benefit of advice from an interdepartmental committee which was set up under the chairmanship of A. MacNamara, Deputy Minister of Labour, and upon which there were representatives also of the Department of External Affairs, of the Royal Canadian Mounted Police and of the Immigration Branch of Mines and Resources.

"After due consideration by the Government of all the factors involved, the Ministers of Labour and Mines and Resources have recommended to Cabinet Council that a limited number of single ex-members of these Polish armed forces should be admitted to Canada conditionally for farm work.

"The recommendation of the two Ministers has now been approved by the Governor in Council P.C. 3112 of July 23, 1946. It authorizes a program for assisting our farm labour problem, while at the same time sharing to some extent in the solution of an

allied problem. I might summarize the main points of the Order in Council as follows:—

"1. Four thousand single ex-members of the Polish armed forces who served with the allied forces will be admitted to Canada shortly, on a conditional basis.

"2. The men admitted must be qualified for and willing to undertake agricultural employment in Canada.

"3. The Minister of Labour is authorized to arrange for representatives of the Immigration Branch of Mines and Resources, of the Department of Labour and of the Royal Canadian Mounted Police to proceed to the United Kingdom and Italy to select the 4,000 suitable men to come to Canada for agricultural employment.

"4. The facilities of the National Employment Service will be utilized for the work of placing these men on farms, but provision is also made for Dominion-provincial agreements if it be found desirable to arrange for the assistance of the provinces in connection with the task of placement.

"5. Every Polish soldier admitted to Canada will be required to sign an undertaking that for a period of two years following arrival he will accept direction to farm employment and will remain at agricultural work.

"6. Steps will be taken to ensure that the men admitted are engaged at current wages and in accordance with living and working conditions prevailing in the locality of employment.

"7. The United Kingdom will bear the cost and responsibility of transporting the men to Canada and the Canadian government will bear the cost of distribution within Canada.

"8. The Order in Council sets forth a declaration that each man admitted to Canada under this arrangement who fulfils for two years after arrival the terms and conditions under which he is admitted will then be granted permanent admission to Canada.

"It is understood, of course, that any man who fails to carry out his obligation in relation to farm employment, or whose deportation becomes necessary otherwise, shall be returned to the United Kingdom."

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

Manitoba Cold Storage Company, Limited, and Local 235, United Packinghouse Workers of America.

Beattie Cadillac Chevrolet Oldsmobile Limited, Toronto, Ontario.

Canadian International Paper Company, Montreal, P.Q.

Corbin Lock Company, Limited, and Belleville-Sergent and Company, Limited, and United Automobile Workers of America (C.I.O.).

Winnipeg Press Company, Limited, and Winnipeg Tribune Company, Limited, and Stereotypers and Electrotypers' Union, Local 59, Winnipeg Newspaper Pressmen's Union, Local 35.

Noubar Courian vs Hall-Wheler Engineering Limited, Toronto, Ontario.

Canadian Laco Lamps, Limited, Toronto, Ontario.

Victoriaville Specialties Company, Limited, and Syndicat Catholique National des Travailleurs du Meuble de Victoriaville Inc.

Imperial Optical Company and United Electrical, Radio and Machine Workers of America, Local 514.

Workers' Association of Little Long Lac Gold Mines (Canadian Federation of Labour) and Little Long Lac Gold Mines Limited.

Fraser-Brace Engineering Company, Limited, Montreal, P.Q.

Nufashioned Narrow Fabric Company of Canada, Limited.

McColl-Frontenac Oil Company, Limited, and Plant Council of the Toronto Refinery of McColl-Frontenac Company, Limited.

International Business Machines Company, Limited, Toronto, Ontario.

Canada Creosoting Company, Limited, and Creosote Workers, Federal Union No. 57.

Powers Color Research Limited.

Nesbitt, Thomson and Company, Limited, Toronto, Ontario.

Re: Manitoba Cold Storage Company Limited, and Local 235, United Packinghouse Workers of America

Reasons for Decision

The Union applied to the Regional War Labour Board for Manitoba for a direction which would require the Company

- (a) to establish a regular work week of 45 hours for all its employees;
- (b) to maintain the existing rates for shift workers (weekly rated) notwithstanding a reduction in their regular work week;
- (c) to establish automatic increases for new employees;
- (d) to increase by 10 cents an hour the wage rates for all other hourly rated employees;
- (e) to pay double time for work performed on statutory holidays and straight or pro rata time, as the case may be, for those holidays not worked.

The Regional Board in its decision of January 30, 1946, directed the Company to maintain existing weekly rates for oilers upon reduction, from 52 to 48, in the number of hours worked per week by the oilers; to pay a probationary rate of 55 cents an hour for the first three months of service; and to increase by 3½ cents an hour the wage rates of all other hourly rated employees. The

Regional Board made no ruling on the application in so far as it concerns statutory holidays.

On March 8, 1946, the Regional Board amended its decision by substituting the last paragraph thereof by the following:

All items in this Finding and Direction whereby the hourly remuneration or the equivalent hourly remuneration is increased are directly conditioned on the workers obeying the employer's instructions to work overtime as such may be required by the Employer and (when there is a Labour Agreement) in accordance with the provisions of such Labour Agreement, and if the Employee or a number of Employees refuse to work overtime when required this Order shall automatically lapse and be of no further effect and the increases hereby directed shall cease to be obligatory on the Employer.

With leave of the Regional Board the Union appeals from that Board's decision, as amended. In brief, the Union asks for the 45-hour week, a general increase of 10 cents an hour (6½ cents over what the Regional Board directed) and payment for six statutory holidays not worked. Further, the Union moves to have

the above-quoted condition deleted from the Regional Board's decision.

The Union supports its appeal on the grounds that the *occupational classification* involved are comparable with similar ones in the packinghouse industry and by comparison, the employees concerned in this appeal are underpaid. The Company denies that the packinghouse industry (as distinct from occupational classifications within it) is comparable with the business carried on by the Company. Moreover, it contends that the wage rates for its classifications of employees are as high as, if not higher than, the rates for the same classifications in other cold storage plants in Winnipeg.

The Regional Board decided that the Company's business should not be considered a part of the meat packing industry. Indeed, it appears that such decision is a confirmation of an earlier decision by that Board concerning the same Company. In this connection it must be remembered that the Regional Board is in much better position to determine such question, than is the National Board. The evidence before us did not show that the Regional Board erred on this point.

We compared the wage rates paid by the Company with those paid by other cold storage plants in Winnipeg and found that the former were as high as, and in many cases higher than, the latter rates.

In view of the foregoing, we are not disposed to disturb the Regional Board's decision affecting wage rates or hours of work.

The evidence concerning statutory holidays does not justify any direction to pay the punitive rates requested or to pay for those holidays not worked.

With much respect we must disagree with that part of the Regional Board's Finding and Direction which imposed the condition above-quoted. The Regional Board must have considered the directed wage increases to be right for *normal working hours*. How then can there be justification for the imposition of a condition which, if applied, would nullify the Regional Board's decision. The said condition is so worded as to entitle the employer to refuse the wage increases to all its employees if one employee declined to work overtime.

We are not unmindful of the Company's allegation to the effect that Union-Member employees have consistently refused to work overtime, even though the collective agreement between the parties specified that the employees would work overtime as necessity required. Further, we noted that the Union did not deny the allegation but simply claimed that the Company could schedule its work to avoid overtime. Notwithstanding the refusal of the men to work overtime, we cannot agree that it was right to impose the condition. This is not to say that we approve of the actions of the employees in failing to carry out the terms of a collective agreement, on the contrary, experience has shown us that people who honour their undertakings invariably and in the long run benefit thereby.

The appeal is dismissed on all points save and excepting the one referred to in the immediately preceding two paragraphs, and on that point the appeal is allowed. There will be a Finding and Direction accordingly.

June 28, 1946.

Re: Beattie Cadillac, Chevrolet, Oldsmobile Limited, Toronto

Reasons for Decision

With leave of the Regional War Labour Board for Ontario, the Company appeals from a decision of that Board, dated March 2, 1946, which dismissed the Company's application for permission to increase the wage rate of its shop foreman.

The evidence before us shows that the Company's business is rapidly expanding, and in consequence the earnings of its mechanics have risen to the point where many of those mechanics receive more money than does the shop foreman.

The Regional Board compared the wage rate paid by the Company to its shop foreman with the wage rates paid by other comparable employers in Toronto to their respective foremen and found that the rates for the Company's shop foreman were not low. If we limited comparisons to wage

rates, we would have to confirm the Regional Board's decision. However, there is evidence to show that the duties and responsibilities of the Company's shop foremen are much greater than those of the foreman whose rates were used for purposes of comparison. The employee concerned in this case maintains direct supervision over the mechanics, and paint shop and body repair departments. The other comparable employers have foremen for each of their respective departments.

After giving careful consideration to this case, we have come to the conclusion that an adjustment in wage rates for the shop foreman is justified though not to the extent requested.

We allow the appeal. Our Finding and Direction to be issued in pursuance of this decision will set forth the extent to which the employer may adjust the wage rates of its shop foreman.

June 28, 1946.

Re: Canadian International Paper Company, Montreal

Reasons for Decision

The Company applied to the Regional War Labour Board for Ontario for permission to increase the top rates in the ranges of rates in the Company's "Standard Salary Schedule for Employees not above the rank of Foreman". The Regional Board dismissed the application. While the application concerned a large number of classifications, the appeal before us is confined to the effect of the Regional Board's decision concerning the top rates in the ranges of rates for the following classifications namely: Laboratory Assistant (male), Laboratory Assistant (female), Librarian, Secretary, Secretary to Executive, Shipping Room Clerk, Sulphite Foreman and Switch Board Operator.

The Company, either directly or through subsidiary and affiliated Companies, operates newsprint mills in New Brunswick and Quebec, bleach sulphite pulp mills in Quebec and Ontario and board mills in Quebec. The Company also maintains and operates an industrial research laboratory at Hawkesbury, Ontario. This case concerns employees in the laboratory.

The Company states that its policy has been, and is, to pay the same rates for the same duties and responsibilities throughout all operations, regardless of whether the operations are located in New Brunswick, Quebec or Ontario. It has been, and is, Company policy to apply to all employees, adjustments equivalent to those which have been applied to any substantial group of employees. It was shown that even before wage control, any overall adjustment in the case of hourly paid employees was generally accompanied by a comparable adjustment for salaried

employees. It was stated before us that the said policy was, to a substantial degree, modified in deference to the National policy of price control through wage stabilization. The result has been that the wage rates for hourly rated employees have been increased considerably more than have the wages of salary scheduled employees.

The Company accordingly, and in keeping with its policy, applied to the Regional War Labour Boards for Quebec, New Brunswick and Ontario, for permission to adjust the wage rates for its salaried employees. The Quebec and New Brunswick Boards approved the applications. The Ontario Board dismissed the application before it.

In effect what the Company wants to do is to restore, in part at least, the differentials previously existing between the hourly paid and salaried groups. Section 21 of Wartime Wages Control Order, 1943, vests authority in the National Board to authorize or direct an employer to increase single rates or rates within ranges for occupational classifications, in order to maintain differentials. There are certain conditions laid down in Section 21 which are intended as guides for Boards in dealing with such cases. One of the conditions is that the proposed increases designed to restore differentials can be justified under Section 20 of the Order.

We find that the conditions prescribed by Section 20, as that Section stood on the date of the Regional Board's decision, are met and satisfied by the Company. Accordingly, we allow the appeal. A Finding and Direction will issue to give effect to this decision.

June 29, 1946.

Re: Corbin Lock Company Limited, and Belleville-Sargent and Co. Ltd., and United Automobile Workers of America (C.I.O.)

Reasons for Decision

On May 7, 1946, the National Board issued Interim Reasons for Decision in these appeals. The Board suggested that the parties negotiate on the issues involved. For that purpose the Board adjourned the appeals until June 18, 1946.

Belleville-Sargent and Company, Limited, and the Local C.I.O. Committee negotiated and have agreed on wage rates for female employees, apprentices over 19 years of age, boys under 19 years of age, and labourers. The agreement has been reduced to writing and we have copies of same. The proposed rates are reasonable and we approve them.

We have been advised that the Local Committee representing the employees of Corbin

Lock Company, Limited, was not available for discussions with the Company, hence we have no agreement, from the parties, to consider. It is our view, however, that it would be proper in the circumstances to adopt for Corbin Lock employees in the above named groups and classifications, the same starting rates and automatic increases as have been approved for Belleville-Sargent employees in the same groups and classifications, respectively.

The appeal is allowed. The Cross Appeal is dismissed. This Board's Findings and Directions will set forth the hourly rates to be paid to the said employees by their respective employers.

July 2, 1946.

Re: Winnipeg Free Press Company Limited, and Winnipeg Tribune Company Limited, and Stereotypers and Electrotypers Union, Local 59, Winnipeg Newspapers Pressmen's Union, Local 35

Reasons for Decision

In December, 1945, the Companies and the Unions negotiated on wage rates for Stereotypers, Electrotypers and Pressmen employed by the Company. The negotiations resulted in an agreement in which it was provided that the wage rates for employees in the said occupational classifications be \$1.08½ per hour for day work and \$1.24 for night work.

The Companies and the Unions joined in asking the Regional War Labour Board for Manitoba to approve the rates. The Regional Board, by its decision of January 23, 1946, approved \$1.02 per hour for day rates and \$1.24 for night rates. Upon the request of the parties, another hearing was held and after further consideration, the Regional Board increased the rates to \$1.05 and \$1.19. The later decision is dated April 24, 1946, and was apparently made in pursuance of the second part of Section 20 (1) (a) of Wartime Wages Control Order 1943, as amended by P.C. 348, because the authorization was issued upon the condition and understanding that there would be no increases in the prices of the services rendered by the Companies, as a result of the increases in wage rates.

With leave of the Regional Board, the Unions appealed from the decision of April 24. The Companies, by letter dated June 5, 1946, addressed to us, had the following to say about the appeal: "The publishers feel that the rate of \$1.08½ per hour for day work and \$1.24 for night work, as arrived at as a result of negotiations, is a fair and equitable rate and we, therefore, respectfully request that you give authorization to pay the rates agreed upon between those two crafts."

It has been reported to us that the Regional Board's dominant reason for fixing \$1.05 as the day rate was that it "would maintain the 10 cents newspaper premium over the job printing rate of 95 cents set in several job printing applications concurrently before the Board." The appellants attack the basis for the aforesaid reason, on two grounds. Firstly, they say that 95 cents is not the rate fixed and paid in job printing establishments. In support of that statement, they show that the actual rates paid to Electrotypers and Stereotypers in the two job plants in Winnipeg where men of that craft are employed, are in excess of 95 cents. Indeed it would appear that ranges of rates are in effect for the classification in the two plants. Secondly, the

appellants say that the Manitoba Board's decision of recent date, affecting "Union Label Shops" and their printers, pressmen and book-binders, call for a rate of 97 cents for a 44-hour week with step increases to \$1 coincident with a gradual reduction to 40 hours in the work week. Moreover, it was argued that it was not the established practice in the industry, as a whole, to limit the differential to 10 cents. Numerous instances were cited in support of the argument.

Fortunately, it is not necessary to decide this appeal on the points raised in the last above paragraph. In our opinion, there is a much more important point to consider. It appears that the Unions are obliged to supply the Companies with skilled craftsmen as and when required, an obligation undertaken by the Unions wherever they are recognized as bargaining representatives. To carry out this obligation, craftsmen are moved from city to city as circumstances may require. One may readily understand the reluctance of an individual in accepting a job in any city at a rate lower than that which he may receive in another city. The evidence before us shows that such reluctance might well apply in a case where a Stereotyper or Pressman would be asked to take a job with the appellant companies.

The recognized "regular work week" for the employees on day work comprises 40 hours, and on night work 37½ hours. Notwithstanding the foregoing, the actual work week for those employees comprises a greater number of hours on each shift. A shortage of craftsmen makes this necessary. It is a matter of record that there will be no request for further wage increases when the actual work week of 40 hours is restored.

We find that there are no occupational classifications in Winnipeg which may be regarded as being the same as or similar to those concerned in this appeal (see definition "occupational classifications" in 13 (1) (h) of Wartime Wages Control Order 1943). We further find that the wage rates for the Companies' said occupational classifications are low in comparison with the same occupational classifications in other localities, which localities, in our opinion, are comparable with Winnipeg.

The appeal is allowed and the rates requested are approved. Finding and Direction accordingly.

July 4, 1946.

Re: Noubar Courian vs Hall-Wheler Engineering Limited, Toronto, Ontario*Reasons for Decision*

This is an appeal by Noubar Courian from a decision of the Regional War Labour Board for Ontario dated March 28, 1946. In that decision the Regional Board declared Courian to be above the rank of foreman and subject to Wartime Salaries Order, P.C. 1549, for the period during which he was employed by Hall-Wheler Engineering Limited.

The Company was incorporated in May, 1942. Mr. Courian became a Director at the first meeting of the shareholders and the "Business Manager" of the Company at the first meeting of Directors. He resigned from the Board of Directors in November, 1942, but continued to hold office as "Business Manager" until April 4, 1944, when his relationship with the Company was terminated.

Courian's appointment as Business Manager was confirmed by an agreement in writing dated June 18, 1942. In that agreement his rate of salary is mentioned. It is a rate considerably in excess of \$250.00 per month. The agreement further provided that he was to be paid travelling and other expenses connected with his work. On the same date, June 18, the parties entered into a further agreement which no doubt was intended to modify or vary the first agreement to the extent that Courian's remuneration was to be computed by applying certain percentage rates to the value of the work brought in by him to the Company. Notwithstanding the second agreement and for his full period of employment, Courian was paid at the monthly rate mentioned in the first agreement.

Counsel for the appellant took the position that the money received by Courian was a "salesman's commission" and therefore could not be deemed a "salary" within the meaning of 1 (c) of Wartime Salaries Order P.C. 1549. In this connection it must be remembered that we are called upon to determine Mr. Courian's status, in pursuance of the provisions of Wartime Wages Control Order. In that Order the word "wages" is defined as including "wages, salary, commissions, gratuities". Therefore we must hold that even if Courian's remuneration was calculated on the basis of commissions it is nevertheless

to be regarded as "wages".

Courian's wages were in excess of \$250.00 per month. That being so it follows that before a War Labour Board may assume jurisdiction, the appellant must show clearly that his duties and responsibilities and his relationship to other employees were not such as to place him above the rank of foreman or comparable rank.

If Mr. Courian's sole duty had been that of taking orders for work, the appellant no doubt would have succeeded in persuading the Regional Board to assume jurisdiction. If the Board had done so we feel sure that it would also have done something about the failure of the Company to obtain at the proper time, approval of the rate paid. However, the occupational title of "Business Manager" was sufficiently impressive to cause the Board to enquire into Mr. Courian's duties. The statement of duties shows that the appellant assumed responsibilities much greater than those normally assumed by one of the rank of foreman or comparable rank. Moreover it must not be forgotten that Mr. Courian was, for a time, a Director of the Company.

We are fully aware of the difference between the definitions of "wages" as found in Wartime Wages Control Order, and of "salary" as contained in Wartime Salaries Order. In the former "wages" include commissions, in the latter "salary" may not include "salesman's commissions". As above stated, however, our view is that Mr. Courian's duties went considerably beyond those of a salesman.

We find that Noubar Courian was at all times material to this case, above the rank of foreman or comparable rank, and that he was not subject to the Orders in Council administered by the National War Labour Board. It will be for the Salaries Controller to decide whether, in his opinion, Mr. Courian can be held to be subject to Wartime Salaries Order P.C. 1549.

The Regional Board's Finding and Direction will be varied by deleting therefrom the words "and subject to the Wartime Salaries Order P.C. 1549, as amended". Otherwise the Appeal is dismissed.

July 10, 1946.

Re: Canadian Laco Lamps, Limited, Toronto, Ontario*Reasons for Decision*

On the 25th of April, 1946, the Regional War Labour Board for British Columbia directed the Company to pay its employees in British Columbia in the occupational classification of Stenographer-Secretary, within

the range of from \$95 to \$135 per month. The direction has effect from March 8, 1946. By letter dated April 25, 1946, the Regional Board directed the Company to pay two of its said employees certain amounts of money which the Regional Board declared to be

arrears in wages. With leave of the Regional Board, the Company appeals from the last mentioned direction.

It appears that prior to November 15, 1941, the employer had, for the said occupational classification, a range of rates from \$75 to \$90 per month. In October, 1943, the Company applied to the Regional Board for permission to increase the wage rate to \$100 per month, and on October 22, 1943, the Regional Board directed the employer to pay a rate of \$100 per month for the incumbent in the occupational classification of *Secretary*. On the 15th of February, 1944, the Company incorporated the cost-of-living bonus—\$18.40—with the directed wage rate, making the salary of the Secretary \$118.40 per month.

Between December of 1943 and March 15, 1946, changes took place in personnel in the occupational classification. Rates lower than that directed as aforesaid were paid to the succeeding incumbents. The difference between the rates actually paid and the directed rate was computed by the Regional Board, and the amounts so computed were directed to be paid.

If the Regional Board, in its decision of October 22, 1943, had authorized the Company to increase the rates as therein provided, the Company would have been entitled to claim

that a range of rates existed. In this case, however, the Board directed the \$100. rate. In our view, this direction precluded the Company from having a range of rates for the classification in question.

Section 19 of Wartime Wages Control Order, 1943, reads as follows: "No employer shall pay wages to an employee, or employ an employee on terms which are in contravention of or otherwise than in compliance with any direction or Order made by the National Board under this Order given or made to or in respect of, such employer".

Penalties are provided in the said Order for any violation committed under the Order. They are penalties which might be imposed by the Courts. A War Labour Board has no authority to direct an employer in any case to pay a sum certain which the Board purports to find owing to an employee. In other words, the Board can neither usurp the functions of a Court, nor set itself up as a collection agency. We hold that the Regional Board was without the necessary power to direct the Company to pay the alleged arrears of wages. Accordingly, we allow the appeal and order that the Regional Board's letter of April 25, 1946, shall not have effect.

July 15, 1946.

Re: Victoriaville Specialties Company Limited, and Syndicat Catholique National des Travailleurs du Meuble de Victoriaville Inc.

Reasons for Decision

The Furniture Manufacturers' Association, on behalf of the Company, and the Syndicat, on November 2, 1945, entered into a collective labour agreement in accordance with the provisions of the Collective Agreement Act 4 Geo. VI, Chap. 38, as amended. In that agreement, the following Article is contained:

7. The average minimum wage rate will not be lower than Forty-seven (47) cents per hour. In determining the average, the total wages earned, less overtime, will be divided by the total normal hours of work, and that part of each Employee's wages which exceeds Sixty-five (65) cents per hour will not be considered.

Under no circumstances will the minimum hourly rate be lower than Twenty-five (25) cents per hour. This minimum hourly rate will also apply as a guaranteed rate in the case of piece workers.

It is agreed that the Employer will sign, together with the representatives of the Syndicat, a joint application to the Regional War Labour Board for its approval of the wage rates mentioned above, with recommendation that these rates become retroactive to July 30, 1945.

The parties applied to the Regional War Labour Board for Quebec for approval of

the collective agreement. The Regional Board, by its decision of December 11, 1945, directed the Company to give effect to the terms of the agreement.

A dispute arose between management and the Syndicat, concerning the method to be followed in adjusting wage rates so as to bring the overall average up to 47 cents an hour. Management maintained that it was within its province to make adjustments as it saw fit. The Syndicat, on the other hand, insisted that the average should be established by a general increase in the wage rates of all employees.

The Syndicat asked the Regional Board to settle the dispute. The Regional Board, on February 15, 1946, decided that the Company should, firstly, increase the wage rates of each employee by three cents an hour, and secondly, and upon agreement with the Syndicat, make such further and other adjustments in wage rates as would establish and maintain the said average rates.

Upon receipt of the February decision, the Company complained to the Regional Board that it had not been given an opportunity to make representations to the Board

concerning the matter in dispute. The Company asked leave to make those representations upon an application for reconsideration. In the alternative, it asked leave to appeal. Leave to appeal was granted.

The collective labour agreement in this case, as in all others affecting the Furniture Industry in Quebec, deals with minimum wage rates and average minimum wage rates. Maximum rates are not mentioned in the agreement. It was not sufficient according to the provisions of Wartime Wages Control Order, 1943, for the Regional Board simply to approve the said agreement. That, as above stated, is precisely what the Regional Board did in and by its December Decision. The February Decision is more in keeping with the provisions of the Order because it directed specific increases in wage rates.

It has been indicated to us that the Regional Board did not have before it, at any time material to the case, any evidence as to the rates being paid the several occupational classifications in the Company's employ. With much respect we are of the opinion that such evidence should be obtained before any specific wage increases are directed in any case such as this.

The February Decision affects only those employees whose rates are within the limits mentioned in the above-quoted Article. To apply the 3 cents increase to the employees receiving wages at rates of 63, 64 and 65 cents an hour would move those employees out of the wage group used in calculating the "average minimum wage" as provided in the collective agreement. The Company, in such case, would of necessity have to readjust the rates of the employees remaining within that wage group so as to establish the minimum average. We are satisfied that the Regional Board did not contemplate such a situation when it directed the general increase.

We have decided that this case should be returned to the Regional Board. We ask the Regional Board to make a careful analysis of the existing rates for the several occupational classifications concerned, and having made the analysis, to direct such specific wage increases as they consider proper having regard to the provisions of Wartime Wages Control Order, 1943, and the terms of the collective labour agreement.

The appeal is allowed. Finding and Direction accordingly.

July 19, 1946.

Re: Imperial Optical Company and United Electrical, Radio and Machine Workers of America, Local 514

Supplementary Reasons for Decision

The National War Labour Board on March 6, 1946, issued its Reasons for Decision on the appeal by the Company from a Finding and Direction of the Regional War Labour Board for Ontario, dated November 26, 1945. As is the practice, the National Board issued its Finding and Direction which gave formal effect to its decision. In the Schedule attached to the Finding and Direction, ranges of rates are set forth for the several occupational classifications of employees in the Company's plant in Toronto. Automatic wage increases based on length of service are also provided for some occupational classifications. Incidentally, the ranges of rates so set forth are higher than the ranges previously in effect for most of the classifications.

Sometime after the decision was issued, the Union complained that the Company had failed to implement the Board's directions. Upon receipt of the complaint, we decided to ask the Company and the Union to appear before us to discuss the matters in dispute. We have heard Counsel for the Company and representatives of the Union.

It is contended by the Union that because there was an upward adjustment in rate ranges,

the Company should have increased the wages of each and every employee regardless of whether the employee's rate is within the newly established range of rates for his occupational classification. We say that it was not intended that the said decision should have that effect. The decision required the Company to increase those wage rates of every employee whose rate was less than the low of the newly established range for his classification. The decision further required the Company to increase rates in several classifications for those employees who had served the Company for certain named periods. From that point on however, and in respect of those employees in any occupational classification whose rates are found to be within the new range of rates for that classification, Section 25 (1) (a) of Wartime Wages Control Order 1943, shall apply.

The evidence submitted to us shows that the Company has made many adjustments in rates within the new ranges. The Union representatives did not indicate to us that they knew that those adjustments had taken place. However, they now have full knowledge of those adjustments and they also heard a representative of the Company say that a review of rates of other employees is under

way. This much has been gained by this further hearing. It is not out of place, however, for us to remark that all such knowledge could or should have been obtained through direct inquiry from officers of the Company.

The second point in the current dispute concerns the Company's piece rate systems and their relationship to the rate ranges established by the Board. Those systems were not issues in the appeal. Nevertheless, at the first hearing, reference was made to them. It was then indicated that for a number of operations there was a system whereby employees received a guaranteed rate and in addition, had the opportunity to increase their earnings under production incentive bonuses. At the recent hearing, however—and then only for the first time—it was revealed that the Company has in effect, a form of piece work for the operations in question. This piece work structure does not, in our opinion, meet with the usual standards inherent in accepted piece work plans. In a large number of the operations, limitations are placed upon the productivity of the employees engaged on those operations. It is said that such limitations are occasioned by bottlenecks in production, and through faults in the assembly line system.

It would seem that employees on piece work do not stand to benefit from this Board's decision, except to the extent that their guaranteed rates have been increased. In our view, the piece rates should be adjusted in order that they will reflect, in some measure at least, the changes which have taken place in the rates schedule of the Company.

We are aware of the care which must be taken in adjusting the piece work rates. We believe that the Company and the Union can make reasonably satisfactory adjustments in those rates if they approach the problem in good faith. We direct them to proceed to negotiate thereon. Mr. H. Perkins, Industrial Relations Officer, Toronto, will be available to assist the parties in making such adjustments.

The negotiations should be completed within thirty days from the date of this decision. The results of those negotiations should be submitted promptly to the Regional War Labour Board for Ontario for approval. In view of the fact that it would be difficult, if not impossible, to make the revised piece work rates retroactive to October, 1945 (the effective date of the previous decision), they should become effective as of the date of approval by the Regional Board.

July 18, 1946.

Re: Workers' Association of Little Long Lac Gold Mines (Canadian Federation of Labour) and Little Long Lac Gold Mines Limited

Reasons for Decision

This is an application by the Association for a direction to the Company to increase wage rates of all occupational classifications covered by collective agreement by thirty (30%) per cent.

The Company is engaged in the mining of gold in the vicinity of Geraldton, Ontario, and examination of the wage rates currently paid to its occupational classifications as compared with wage rates paid to workers in substantially similar employment in the service of other gold mining companies in the area discloses variations in the wage rates as paid occupational classifications under the same job titles by the respective companies. To certain of the occupational classifications Little Long Lac Gold Mines pays higher wage rates than any other mine in the field. In other cases wage rates are equal to those paid by other mines and in certain cases the wage rate is lower.

No evidence was presented to this Board at the hearing of the case that this particular Company or any other gold mining company similarly situated could support any general adjustment in wage scales on the basis suggested by the application or for that matter,

any overall general increase in wage rates in any lesser amount under prevailing conditions. In these circumstances, the Board cannot find that it would be just and reasonable or consistent with the intent of the Wage Control Order to direct the Company to grant any general increase in wage rates to its occupational classifications covered by the application.

The Board is aware that variations in the wage rates paid particular occupational classifications as between one mine and another may be justified on the ground of variations in conditions of employment and the nature of the service required and we, therefore, do not feel that we should direct the Company to pay the same wage rate as may be paid under the same occupational classification title by any one of the other mines in the field in all cases. However, we do feel that minor adjustments in wage rates in the order indicated hereunder would be just and reasonable in the terms of the Wage Control Order for the occupational classifications listed:—

1. an increase of five (5c) cents per hour in the wage rate of the occupational

classifications of Blacksmith, Blacksmith Helper, Pipefitter, Carpenter, General Labour, Dryman, Lampman, Roasterman, Machineman Helper, Trammer, Timberman Helper.

2. an increase of ten (10c) cents per hour in the wage rate of the occupational classifications of Truck Driver and First Aid Attendant.

There will be Finding and Direction accordingly.
July 18, 1946.

Re: Fraser-Brace Engineering Company Limited, Montreal, P.Q.

Reasons for Decision

This is an application for leave to appeal and appeal by the Company from a Finding and Direction of the Regional War Labour Board for Nova Scotia, dated May 6, 1946. In that Finding and Direction the Regional Board approved rates requested by the Company for several occupational classifications of employees employed in constructing a salt plant at or near Amherst, N.S. In the case of three occupational classifications, however, the Regional Board declined to approve the rates requested, but instead, approved lesser amounts in each case. Those occupational classifications are: Carpenter Foreman, General Labour Foreman and Foreman of Steam Shovel. The Company now requests us to approve the rates proposed by it for the three classifications.

The incumbents in the three occupational classifications were previously employed by the Company on a certain project in Ontario. The Ontario Regional Board approved certain rates for the said classifications for the duration of that project. The rates now proposed are the same as those which the Ontario Board approved and are considerably higher than those authorized by the Nova Scotia Board.

We are unable to accept the Company's argument that the rates of the employees, whilst engaged in Nova Scotia, should be the same as those authorized by the Ontario Board for the same classifications. The fact that the employees are the same is immaterial. Under Wartime Wages Control Order 1943, Boards deal with occupational classifications, and not individuals. Moreover, we are aware of the circumstances lead-

ing to the fixing of the rates for the Ontario project. There is no doubt but that the special circumstances in that case had effect upon the minds of the members of the Ontario Board when the rates were considered and approved.

Assuming that the employees in the first two named occupational classifications are of the rank of foreman, it is our view that the rates approved for them by the Nova Scotia Board provide ample differentials over the rates authorized for the employees being supervised. If the standard work week in this case is one of forty-eight hours, then the Carpenter Foreman enjoys a differential of 55 cents an hour over Journeymen Carpenters, and the General Labour Foreman, a still greater differential over the labourers.

The employee in the occupational classification of "Foreman of Steam Shovel" operates a shovel, but exercises supervision over other operators. The Regional Board's Finding and Direction did not provide any differential in this case; in fact, we are unable to find this classification mentioned in the Regional Board's Decision. We authorize the establishment of this occupational classification and a rate of \$1.30 per hour may be paid to the incumbent.

We allow the application for leave to appeal, but we confirm the Regional Board's Decision as to the Carpenter Foreman and General Labour Foreman. The Company is authorized to establish the occupational classification of Foreman of Steam Shovel and to pay the incumbent in that classification at the rate of \$1.30 per hour. Finding and Direction accordingly.

July 22, 1946.

Re: Nufashioned Narrow Fabric Company of Canada Limited

Reasons for Decision

With leave of the Regional War Labour Board for Ontario, the Company appeals from a Decision of that Board, dated May 2, 1946. The Regional Board rejected the Company's application for permission to pay its employees a bonus based upon the maintenance of a certain percentage efficiency in the general operations in the Company's plant at St. Catharines, Ontario.

The Regional Board held that the proposed bonus is in the nature of a voluntary bonus and, therefore, could not be approved under Wartime Wages Control Order, 1943. The Company's representations before the Regional Board did not adequately describe the plan which the Company wished to put into effect. In the circumstances, the Regional Board could not have rendered any decision other than the one it made. With much

respect, however, it is our view that the plan is not one involving a voluntary bonus.

The Company, as its name would indicate, is engaged in the manufacture of narrow fabrics such as lace, ric-rac braid, braid trimming, tubular elastic, soutache braid and such-like. The machines used to produce those products are automatic. The attendants, called braiders and winders, are paid on a piece-work basis, but are guaranteed certain rates. All other employees are paid time rates.

The efficiency of the machines depends, to a great extent, upon the care taken in maintaining them. This is the responsibility of fixers and other mechanics. Of equal importance are those employees who keep available, at all times, the material used in the manufacture of the products. Team work is essential to overall plant efficiency.

To induce the employees to exercise the greatest degree of co-operation, the Company proposes to establish a plant-wide incentive bonus plan. The plan calls for the payment to all employees of amounts equal to 5 per cent of their wage rates when efficiency in production is maintained at 85 per cent, and

an additional 1 per cent for each 1 per cent increase in efficiency over 85 per cent. It is proposed that the bonus shall be paid quarterly. Certain other factors concerning waste will be taken into account in those calculations.

We have examined the production figures of the Company for the periods July 1, 1945, to December 31, 1945, and January 1, 1946, to June 30, 1946. Those figures show that a material improvement in production costs has taken place during the latter part of the second period. This fact takes on added significance when it is realized that the Company proposes to have the plan made effective commencing April 1, 1946.

We are satisfied that the plan is reasonable and is one which can be approved under the Order. It will benefit both employees and employer.

We allow the appeal and authorize the Company to put the aforesaid plan into effect commencing April 1, 1946. Finding and Direction accordingly.

July 23, 1946.

Re: McColl-Frontenac Oil Company, Limited, and Plant Council of the Toronto Refinery of McColl-Frontenac Company, Limited

Reasons for Decision

This is an application for leave to appeal and an appeal by the Company and the Council from a decision of the Regional War Labour Board for Ontario, dated April 6, 1946. In that decision the Regional Board refused to authorize the Company to increase the wage rates of its employees at its Toronto Refinery, coincident with the reduction in the regular work week of those employees from 48 hours to 42 hours.

The grounds taken by the Appellant in support of the application and appeal are:

- (a) that the current wage rates for the occupational classifications concerned in this case are "low in comparison with the rates in effect for the same or similar occupational classifications in the same or comparable localities" and, therefore, the Regional Board erred in that it failed "to make provision for orderly rectification" of such wage rates;
- (b) that the Regional Board erred in principle in ignoring precedents established in cases concerning other oil refining companies.

We find that the current wage rates of the employees concerned are "low" in comparison with rates paid by other oil refining companies at their plants located in areas which, in our opinion, are comparable. We also find that the Company has given its undertaking that

the increased cost for labour arising out of upward adjustment in wage rates, as now proposed, will not make it necessary for the Company to increase the price of its products. Both facts bring the case within Section 20 of Wartime Wages Control Order 1943, as amended by P.C. 348. The question still to be determined is, to what "extent" would it be reasonable to vary the existing rates.

In our view it would not be reasonable in the circumstances to approve the ranges of rates requested in this case. One reason for that view is to be found in the fact that there is considerable overlapping in the ranges affecting grades of certain occupational classifications. We do not favour such practice. Another and more important reason is that the proposed ranges, if approved and put into effect, would have a disturbing effect in the oil refining industry generally.

We propose to authorize a new maximum for each range. To permit this being done, we allow the application for leave to appeal and we allow the appeal in part. This Board's Finding and Direction will indicate the extent to which the previous maxima of ranges may be varied by the Company.

The Company should revise its schedule of ranges in keeping with the newly authorized maximum, so as to eliminate the overlapping above referred to. Such revision should be reported to this Board for approval.

July 26, 1946.

Re: International Business Machines Company, Limited, Toronto, Ontario

Reasons for Decision

This is an appeal which concerns a Decision of the Regional War Labour Board for Ontario, dated February 21, 1946. The Company had asked the Regional Board to approve a general increase in wage rates for the classifications concerned. The Regional Board approved the increases requested for some occupational classifications, but denied the requests made in respect of other classifications.

Prior to November, 1939, the Company's regular work week was one of 42½ hours. At the commencement of the war, the work week was increased to 55 hours, and there it remained until January, 1944, when it was reduced to 50 hours. In January, 1944, the wage rates of the employees were increased by amounts equal to 10 per cent of their previous rates. Outside of this adjustment the only addition to the 1939 rates of these employees came about through incorporating therewith the cost-of-living bonus.

The Company wishes to revert to its original regular work week of 42½ hours, but says that it is not practical to do so under the Regional Boards' Decision. That decision adjusted the rates of only 55 per cent of the employees con-

cerned, and in the opinion of management would be unfair to the remaining 45 per cent to revert to the Company's original work week.

We have examined the schedule of wage rates in effect prior to the Regional Board's Decision under appeal. Some indication of the level of those rates may be obtained when it is known that the weighted average thereof is 85½ cents an hour. While that figure may be regarded as being above the average, it must be realized that most of the employees concerned are engaged in operations requiring much experience and a high degree of skill.

To approve the Company's request in this case, however, would enable the Company to establish a schedule of wage rates which would, undoubtedly, have a disturbing effect upon the rates paid in other establishments in the Toronto area.

Having regard to all the circumstances in this case, we have come to the conclusion that it would be just and reasonable to authorize the Company to increase its ranges of rates by 15 cents an hour. We allow the appeal and revoke the Decision of the Regional War Labour Board. There will be a Finding and Direction accordingly.

July 26, 1946.

Re: Canada Creosoting Company, Limited, and Creosote Workers, Federal Union No. 57

Reasons for Decision

On application by the Union, the Regional War Labour Board for Alberta directed the Company to increase the piece work rates for handling certain classes and sizes of ties at the Company's North Edmonton Plant. With leave of the Regional Board the Company appeals from that direction.

We have carefully studied the submissions of the Company and of the Union, and have concluded that the argument submitted by the Company does not indicate that the Regional Board erred in principle or in appreciation of the facts. In the circumstance we must dismiss the appeal.

July 27, 1946.

Re: Powers Color Research Limited

Reasons for Decision

This is an appeal by the Company from a Decision of the Regional War Labour Board for Quebec, dated May 7, 1946. In and by that Decision, the Regional Board authorized the Company to establish thirteen occupational classifications and to pay therefor certain single rates and ranges of rates. The rates and ranges authorized are lower than those requested. The Regional Board granted leave to appeal.

We have examined the material upon which the Regional Board based its Decision, and we are compelled to say that on the material available, the Regional Board's Decision was sound. On appeal, the Company asked for

and was accorded a hearing. Much of the evidence submitted to us at the hearing had not been presented to the Regional Board. In our view, the Company should have presented the new evidence to the Regional Board on an application for reconsideration. However, in view of the fact that the Company incurred considerable expense in bringing from its United States' and Canadian laboratories a number of witnesses who gave evidence before us, we concluded that the best interest of all concerned would be served by our assuming jurisdiction.

The Company was incorporated on November 20, 1945, and has its Head Office at St. Lambert, P.Q. It is engaged in research on

new processes in colour reproduction. It does not sell goods or services.

The success in developing the new processes depends in large measure upon the perfecting of three pieces of equipment. Those pieces of equipment are called the Integral Mashing Camera, the Positive Camera and the Colour Halftone Film Strip Camera. To succeed in such development, the Company must employ craftsmen who have had long experience in the graphic arts and have acquired a high degree of skill in those arts. These craftsmen must also have initiative. They must be capable of analyzing the results of their experiments and of collaborating with others in a study of suggested improvements in the said equipment. In the Company's St. Lambert laboratory, there will be used certain secret processes and formulae which have been developed by Powers Laboratories in the United States. The Company relies on these employees to guard those secrets.

A collective agreement made between the Company and International Photo Engravers'

Union, Local 96, records that the proposed ranges of rates were predicated upon the extraordinary demands upon the skill, initiative and integrity of the men required to perform the necessary research work.

In our opinion, the evidence submitted to us shows that the employees concerned, other than apprentices and the secretary, are entitled to higher rates than those authorized by the Regional Board. While we are unable to find that it would be just and reasonable to approve the ranges of rates proposed by the Company, we do find it appropriate in the circumstances to approve the rates which the Company reports as being paid. Such approval is granted upon the condition and understanding that the Company's operations are, and will continue to be, limited to research in colour reproduction.

The appeal is allowed and there will be a Finding and Direction accordingly.

August 1, 1946.

Re: Nesbitt, Thomson and Company, Limited, Toronto, Ontario

Reasons for Decision

The Company applied to the Regional War Labour Board for Ontario for permission to adjust ranges of rates for its employees in Ontario. The Regional Board, by its Decision dated June 19, 1946, dismissed the application. With leave of the Regional Board, the Company now appeals.

We find that the Company's established rates and ranges of rates for its occupational classifications of employees are low in comparison with the rates and ranges of rates prevailing for the same occupational classi-

fications in the employ of comparable employers in the same locality. On the other hand, the ranges of rates requested by the Company would, if approved, entitle the Company to pay salaries considerably in excess of the prevailing rates. The ranges of rates which we propose to fix for the several occupational classifications will permit the Company to rectify existing inequalities.

The appeal is allowed in part. The newly authorized ranges of rates will be set forth in this Board's Finding and Direction.

August 3, 1946.

Industrial Disputes and Conciliation

Introduction

The Industrial Disputes and Conciliation section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war," but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for two days during the month of July. During this period the Board received 27 applications, held five hearings, issued three certificates designating bargaining representatives, rejected one application and gave decisions in four appeal cases.

Certificates Issued

Three applications for certification of bargaining representatives were approved by the Board and certificates issued as below:—

1. Messrs. H. T. Warkentin and W. K. Henderson and *Canadian Air Line Navigators Association* for the Navigating Officers employed by *Trans-Canada Air Lines* in its Trans-Atlantic Service. The Chief Navigator was excluded from the bargaining unit.*

2. Messrs. A. Frome, E. F. M. Hill, and F. E. Pope and *Canadian Air Line Passenger Agent Association* for Passenger Agents and

Passenger Agents-in-Training of *Trans-Canada Air Lines*, Winnipeg, Manitoba. Passenger Agents-in-Charge were excluded from the bargaining unit.**

3. Messrs. A. R. Mosher, H. A. Chappell, J. A. Querido, Frederick W. McClland and Arthur W. Holmesdale and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for employees of the *Bessborough Hotel*, Saskatoon, Saskatchewan. The Manager, Manager's Secretary, Head Barber, Chef, Accountant, Head Waiter, Housekeeper, House Officer, Chief Cashier, Bell Captain, Chief Engineer, Steward, Accountant's Stenographer, Laundry Superintendent, Head Porter, Food Checkers, Cafeteria Food Checkers and Timekeeper-Watchmen were excluded from the bargaining unit.***

** Following investigation of the application and a public hearing.

*** Following investigation of the application, a public hearing and a representation vote.

* Following investigation of the application.

Application for Certification Rejected

International Brotherhood of Electrical Workers and Ottawa Electric Railway Company, Ottawa, Ontario (L.G., May, 1946, p. 607). Following investigation of the application and a public hearing, the Board decided to reject the application as the bargaining unit described in the application was inappropriate as it only covered a portion of the electrical craft employees affected.

Applications for Certification Received During the Month of July

1. *Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 591* on behalf of car operators, freight crew, car barn employees, trackmen and trolley linemen of the *Hull Electric Company, Hull, P.Q.*

2. *The Canadian Association of Maritime Transport Workers, Local No. 1, Incorporated* on behalf of certain employees of the *Lower St. Lawrence Transport Company Limited, Rimouski, P.Q.*

3. *Quebec Federation of Professional Employees in Applied Science and Research Unit No. 4*, on behalf of engineers and architects employed by the *Canadian Broadcasting Corporation, Montreal, P.Q.*

4. *Canadian Seamen's Union* on behalf of the unlicensed crew members of the tug "Point Ellice" operated by the *Pacific Great Eastern Railway Company, Vancouver, B.C.*

5. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels of the *Keystone Transport Limited, Montreal, P.Q.*

6. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels of the *Owen Sound Transportation Company Limited, Owen Sound, Ontario.*

7. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels of the *North American Transports Limited, Montreal, P.Q.*

8. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels of *Transit Tankers and Terminals Limited, Montreal, P.Q.*

9. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels of *Hall Corporation of Canada, Montreal, P.Q.*

10. *Canadian Seamen's union* on behalf of the unlicensed personnel employed on vessels of *Gulf and Lake Navigation Company Limited, Montreal, P.Q.*

11. *National Seamen's Association of Canada* on behalf of the unlicensed personnel employed on vessels of *Canada Steamship Lines, Limited, Montreal, P.Q.*

12. *International Longshoremen's and Warehousemen's Union, Local 501*, on behalf of scalers, washers, cleaners, etc., employed by *Empire Stevedoring Company Limited, Vancouver, B.C.*

13. *International Longshoremen's and Warehousemen's Union, Local 507*, on behalf of scalers, washers, cleaners, etc., employed by *Canadian Stevedoring Company Limited.*

14. *International Longshoremen's and Warehousemen's Union, Local 507*, on behalf of scalers, washers, cleaners, etc., employed by *Louis Wolfe and Sons, Vancouver, B.C.*

15. *National Seamen's Association of Canada* on behalf of unlicensed personnel employed by *Paterson Steamships Limited, Montreal, P.Q.*

16. *National Seamen's Association of Canada* on behalf of unlicensed personnel employed by *Colonial Steamship Company Limited, Port Colborne, Ont.*

17. *National Seamen's Association of Canada* on behalf of unlicensed personnel employed by *Sarnia Steamship Company, Limited, Port Colbourne, Ont.*

18. *Canadian Seamen's Union* on behalf of unlicensed personnel employed by *British Columbia Steamships Limited, Vancouver, B.C.*

19. *Canadian Flight Officers' Association* on behalf of flight radio officers employed by *Trans-Canada Airlines, Winnipeg, Man.*

20. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Lakes and St. Lawrence Navigation Company, Limited, Cardinal, Ont.*

21. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Powell Transports Limited, Winnipeg, Man.*

22. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Foote Transit Company, Limited, Toronto, Ont.*

23. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *C. W. Cox, Limited, Port Arthur, Ont.*

24. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *United Towing and Salvage Company Limited, Montreal, P.Q.*

25. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of the *Provincial Paper Company, Limited, Port Arthur, Ont.*

26. *The Order of Railroad Conductors* on behalf of road train conductors employed on the Western Lines of the *Canadian Pacific Railway Company, Montreal, P.Q.*

27. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on the *M.V. Turret Cape* owned by *Saguenay Terminals, Limited, Montreal, P.Q.*

Decisions of Board in Appeal Cases

1. On July 10 the Board dismissed the appeal of *La France Textiles Limited, Woodstock, Ontario*, from a decision of the Ontario Labour Relations Board establishing a bargaining unit for certain employees of the Company.

The appellant Company desired that the maintenance men and firemen be included in the bargaining unit and that a new vote of the employees be taken.

The Board directed that the Ontario Board include the maintenance men but exclude the firemen in fixing the bargaining unit and

stated that as the evidence revealed that the United Textile Workers of America (AFL) had a greater majority of the employees eligible to vote in a vote conducted by the Ontario Board, no further vote was necessary.

2. Following a hearing, the Board dismissed the appeal of *Silverwood Dairies (Sarnia Branch), Sarnia, Ontario*, from a decision of the Ontario Labour Relations Board, determining a unit of milk sales drivers as appropriate for collective bargaining purposes.

The appellant Company desired that the inside plant employees be included in the unit, while the Union contended that the unit as established by the Ontario Board was appropriate.

The Board decided that under the circumstances, the decision of the Ontario Board in determining a unit of milk sales drivers would not be disturbed.

In two other appeal cases the Board issued Reasons for Judgment, the texts of which are given below:—

Between: Local No. 1, Industrial Union of Bakery and Confectionery Workers, Appellant, and Ben's Limited, Halifax, N.S., Respondent.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Deschamps, Mosher, Picard and Taylor.

Reasons for Judgment

Leave to appeal having been granted by the Nova Scotia Labour Relations Board, this is an appeal from a decision of that Board.

On February 23, 1946, the Nova Scotia Board, upon application of the appellant, issued a certificate consenting to the prosecution of the respondent for the alleged offence *inter alia* of failure to negotiate in good faith with the certified bargaining representatives of its employees contrary to Section 10 (2) of the Wartime Labour Relations Regulations.

Following upon the issue of such consent, a prosecution was duly instituted by the appellant and came on for hearing before Provincial Magistrate J. L. Crowe.

In the course of such proceedings, the Magistrate referred to the Nova Scotia Board for its decision the question as to whether the said employer was negotiating in good faith with the certified bargaining representatives of its employees as required by Section 10 (2) of the Regulations. Upon such application, the Nova Scotia Board made the following decision:

It is the decision of this Board that having considered an application for leave to prosecute and having in the exercise of its discretion issued its consent to the institution of a prosecution for the above prosecu-

tion, this Board has no further duty or power in connection with the prosecution for the offence aforesaid now pending before the Magistrate and that the Magistrate should be advised accordingly.

Section 45 of the Regulations forbids the institution of a prosecution under the Regulations except by or with the consent of the Board. In the *Stokes Rubber Company Case (D.L.S. 7-601)*, this Board held that on such an application the Board is not required to pass on the merits of the case in anticipation of a decision of the Court in order to dispose of the application for leave to prosecute.

However, Section 25 (1) of the Regulations provides *inter alia*:

(1) If a question arises under these Regulations as to whether. . . .

(e) an employer, or certified bargaining representatives of employees, is negotiating in good faith;

the Board shall decide the question and its decision shall be final and conclusive for all the purposes of these Regulations."

and Section 25 (2) of the Regulations provides:

(2) If a question set out in subsection one arises in any legal proceedings, the Justice or Justices of the Peace, Magistrate, Judge or Court before whom it arises shall, if the question has not been decided by the Board, refer the question to the Board and defer further proceedings until the Board's decision is received.

It is the evident intent of the Regulations, therefore, that with respect to the matters

enumerated in Section 25 (1) the Board shall, for the purposes of the Regulations, have exclusive jurisdiction to determine such questions and the provisions of Section 25 (1) to this effect are reinforced by Section 25 (2) which contains a direction to the Court before whom any such question arises in the course of legal proceedings before requiring the Court to refer such question to the Board for decision.

In the opinion of this Board, therefore, as the consent for leave to prosecute given by the Nova Scotia Board for the alleged offence did not constitute a disposition by that Board of the question as to whether the respondent had failed to negotiate in good faith with the certified bargaining representatives of its employees and as that Board did not purport to make a decision on that question in disposing of the application, it was the duty of and within the authority of the Nova Scotia Board in view of Section 25 (1) and (2) to make a decision on this question on reference by the Magistrate.

Order in Council P.C. 5001 of July 30, 1944, which provided for the establishment of the Nova Scotia Board and defined its jurisdiction with respect to the administration of the War-time Labour Relations Regulations provided by Section 6 thereof that any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board made pursuant to the Regulations may appeal to the National Board by leave of either the National Board or Provincial Board and that on any such appeal, the National Board may dismiss the appeal or may make the decision or order which, in

its opinion, the Provincial Board should have made.

The evidence given before the Nova Scotia Board at the hearing on the application for leave to prosecute established that the certified bargaining representatives of the employees had forwarded to the respondent company a draft of a collective agreement between the company and such bargaining representatives for its employees as a basis for negotiation with a view to the completion of a collective agreement, and followed the submission of this agreement with notices to the company both written and verbal to negotiate with them for such purpose. The respondent company ignored such notices and made no attempt to enter into any negotiations with the bargaining representatives for the purposes of completing a collective agreement in spite of the efforts of the latter to arrange a meeting for this purpose. In view of these facts concerning which there was no dispute, this Board finds that the respondent company failed to negotiate in good faith with the bargaining representatives of its employees certified under the Regulations by the Nova Scotia Board as required by Section 10 (2) of the Regulations in the period between the 6th day of February, 1946, and the 18th day of March, 1946. A reply to this effect will be transmitted to the Magistrate accordingly.

The appeal is allowed in accordance with the foregoing.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the Board.

EUGENE FORSEY, Esq., Ph.D., for Appellant.
E. T. PARKER, Esq., K.C., for Respondent.
Dated at Ottawa, July 9, 1946.

Between: Local 882, International Union of Operating Engineers, Appellant (Applicant), and Local 1-85, International Woodworkers of America, Respondent (Intervener), and Alberni Pacific Lumber Co., Port Alberni, B.C., Alberni Plywoods Ltd., Port Alberni, B.C., Bloedel Stewart & Welch Ltd., Port Alberni, B.C., Bloedel, Stewart & Welch Ltd., Great Central Lake, B.C., Respondents.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Deschamps, Mosher, Picard and Taylor.

Reasons for Judgment

This is an appeal from four decisions of the Minister of Labour for British Columbia rejecting applications for certification of bargaining representatives made by the appellant union under the provisions of Order in Council P.C. 1003. In each case the appellant union has applied for certification of bargaining representatives for the steam

and power plant engineers employed in the sawmill operations of the Company. In each case the application was rejected on the ground that the bargaining unit was inappropriate.

The appellant submits that the group of employees comprising the proposed bargaining unit is a group comprising a craft in accordance with well-established trade union practice and, as such, is entitled to recognition as an appropriate bargaining unit in view of the provisions of Sections 5 (4) of the Regulations.

On the other hand, the respondent union, in opposing the application, submits that it has been and is presently the certified bargaining representative for all employees in each employer's establishment and that it has been the bargaining agency for all organized groups of employees in the woods industry in British Columbia for a long period of time. It urges that in view of these circumstances, recognition should not be given to the craft group which the appellant has organized and seeks recognition for as a separate bargaining unit in each employer's establishment.

The Board is of the opinion that the craft group for which recognition is sought is one which is entitled to recognition as an appropriate bargaining group in view of the provisions of Section 5 (4) of the Regulations. While it may be true that this group was not previously organized for collective bargaining purposes in these employers' establishments

or in the woods industry in British Columbia, similar groups have been organized and accorded bargaining rights in the woods industry in Eastern Canada and in numerous other industries in Canada.

The appeal is allowed but in the case of each application a vote is ordered of the steam and power plant engineers employed by the Company to determine whether they wish to be represented by the appellant union for collective bargaining purposes. The vote will be taken under the direction of the Chief Executive Officer.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

JOHN WEDGE, Esq., for Appellant (Applicant).
NORMAN DOWD, Esq., for Respondent
(Intervener).

Dated at Ottawa, July 9, 1946.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During July, 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:

Beach Foundry Limited, Ottawa, Ontario, and Local No. 641, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.). F. J. Ainsborough, Conciliation Officer.

Beardmore and Company Limited, Acton, Ontario, and Local No. 26, National Union of Shoe and Leather Workers (C.C.L.). G. Fenwick, Conciliation Officer.

Bishopric and Natural Sodium Products Limited, Bishopric, Saskatchewan, and Sodium Sulphate Workers' Union. H. S. Johnstone, Conciliation Officer.

Canadian Association of Master Painters and Decorators, (Hamilton Chapter), Hamilton, Ontario, and Local No. 205, Brotherhood of Painters, Decorators and Paperhangers of America (A.F.L.-T.L.C.). H. Perkins, Conciliation Officer.

Canadian Industries Limited (Copper Cliff Plant), Copper Cliff, Ontario, and Local No. 598, International Union of Mine, Mill and Smelter Workers (C.I.O.-C.C.L.). H. Perkins, Conciliation Officer.

W. C. Edwards Company Limited, Ottawa, Ontario, and Local No. 6, National Union of Woodworkers (C.C.L.). F. J. Ainsborough, Conciliation Officer.

Greater Winnipeg Taxicab Owners' Association, Moore's Taxi and Subsidiaries and Taxicab Drivers' Unit, One Big Union. T. J. Williams, Conciliation Officer.

Jewel Consolidated Limited, Winnipeg, Manitoba, and Local No. 832, Retail Clerks' International Protective Association. T. J. Williams, Conciliation Officer.

Levvy Electric Company, Winnipeg, Manitoba, and Electrical Workers' and Inside Wire-

men's Unit of One Big Union. T. J. Williams, Conciliation Officer.

A. E. McKenzie Company Limited, Brandon, Manitoba, and Local No. 1, Canadian Bakery Workers' Union (C.C.L.). Thos. Williams, Conciliation Officer.

McMullen-Perkins Limited, Ottawa, Ontario, and Local No. 641, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.). F. J. Ainsborough, Conciliation Officer.

Mercury Mills Limited (Maitland Spinning Mills), Listowel, Ontario, and Local No. 724, Textile Workers Union of America (C.I.O.-C.C.L.). William Dunn, Conciliation Officer.

Port Arthur Shipbuilding Company Limited, Port Arthur, Ontario, and six Unions: Local No. 628, United Association of Plumbers and Steamfitters of the United States and Canada; Local No. 553, Hotel and Restaurant Employees International Alliance; Local No. 865, International Union of Operating Engineers; Local No. 1365, United Brotherhood of Painters, Decorators and Paperhangers of America; Local No. 850, United Brotherhood of Carpenters and Joiners of America; and Local No. 607, International Brotherhood of Blacksmiths, Drop Forgers and Helpers (A.F.L.-T.L.C.). G. Fenwick, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:

City Chevrolet Sales Company Limited, Hamilton, Ontario, and Lodge No. 1258, International Association of Machinists. William Dunn, Conciliation Officer.

Eldorado Mining and Refining (1944) Limited and Port Hope Refinery Workers Union (C.C.L.). H. Perkins, Conciliation Officer.

Greater Winnipeg Taxicab Owners' Association, Moore's Taxi and Subsidiaries and Taxicab Drivers' Unit, One Big Union. T. J. Williams, Conciliation Officer.

John Inglis Company Limited, Toronto, Ontario, and Local No. 2900, U.S.A. (C.I.O.-C.C.L.). F. J. Ainsborough, Conciliation Officer.

Levy Electric Company, Winnipeg, Manitoba, and Electrical Workers' and Inside Wiremen's Unit of One Big Union. T. J. Williams, Conciliation Officer.

Port Arthur Shipbuilding Company Limited, Port Arthur, Ontario, and six Unions. Local No. 628, United Association of Plumbers and Steamfitters of the United States and Canada;

Local No. 553, Hotel and Restaurant Employees International Alliance; Local No. 865, International Union of Operating Engineers; Local No. 1365, United Brotherhood of Painters, Decorators and Paperhangers of America; Local No. 850, United Brotherhood of Carpenters and Joiners of America; and Local No. 607, International Brotherhood of Blacksmiths, Drop Forgers and Helpers (A.F.L.-T.L.C.). G. Fenwick, Conciliation Officer.

Silverwoods Dairies Limited, Hamilton, Ontario, and Local No. 422, United Dairy and Creamery Workers (C.C.L.). H. Perkins, Conciliation Officer.

Boards Established

During the month, Boards of Conciliation were established but not fully constituted as follows:

Canadian National Railways and Canadian Brotherhood of Railway Employees (Clerks and Other Classes of Employees, Regional Auditors' and Treasurers' Offices Cartage Services Department).

Ottawa Car and Aircraft Limited, Ottawa, Ontario, and Local 641, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.).

Snyder's Limited, Waterloo, Ontario, and Local 13, National Union of Aircraft, Furniture Workers and Allied Crafts (C.C.L.).

Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:

Gibson Brothers (Rock Realty Investments Limited), Toronto, Ontario. The Board of Conciliation established to deal with a dispute between Gibson Brothers (Rock Realty Investments Limited), Toronto, Ontario, and Local No. 204, Building Service Employees International Union (A.F. of L.-T.L.C.), was fully constituted on July 31, 1946, with the appointment of Mag. S. Tupper Bigelow, Toronto, Ontario, as Chairman of the Board on the joint recommendation of the other two members of the Board. Mr. W. W. Gunn, Toronto, Ontario, and Mr. C. C. Woollon, Toronto, Ontario, were appointed on the recommendation of the employer and employees respectively.

Lamaque Mining Company Limited, Bourlamaque, Quebec. The Board of Conciliation established to deal with a dispute between Lamaque Mining Company Limited, Bourlamaque, Quebec, and Local No. 654, Val D'Or Mine and Mill Workers—International Union, Mine, Mill and Smelter Workers (C.I.O.-

C.C.L.), was fully constituted on July 13, 1946, with the appointment of Mr. R. T. Ferguson, Montreal, Quebec, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. A. Harris, Kirkland Lake, Ontario, and Mr. G. M. Desaulniers, Montreal, Quebec, were appointed on the recommendation of the employer and employees respectively.

Noranda Mines Limited, Noranda, Quebec. The Board of Conciliation established to deal with a dispute between Noranda Mines Limited, Noranda, Quebec, and Local No. 688, International Union of Mine, Mill and Smelter Workers (C.I.O.-C.C.L.), was fully constituted on 30 July, 1946, with the appointment of His Honour Judge C. E. Guerin, Montreal, Quebec, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr.

T. R. Ker, K.C., Montreal, Quebec, and Mr. G. M. Desaulniers, Montreal, Quebec, were appointed on the recommendation of the employer and employees respectively.

Wilson Motor Bodies Company Limited, Long Branch, Ontario. The Board of Conciliation established to deal with a dispute between Wilson Motor Bodies Company Limited, Long Branch, Ontario, and Local No. 252, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), was fully constituted on 10 July, 1946, with the appointment of His Honour Judge A. Cochrane, Brampton, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. G. Sparrow, Toronto, Ontario, and Mr. N. Levy, Toronto, Ontario, were appointed on the recommendation of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during July:—

Report of Board in Dispute between Kirkland Lake Gold Mining Co., Ltd., Kirkland Lake, Ont., and Local 240, International Union of Mine, Mill and Smelter Workers.

On June 29 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Kirkland Lake Gold Mining Co., Ltd., Kirkland Lake, Ont., and Local 240, International Union of Mine, Mill and Smelter Workers.

The Board was under the Chairmanship of Mr. J. H. Stitt, Ottawa, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Col. J. F. C. Thompson, Ottawa, and Mr. Drummond Wren, Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To: Honourable HUMPHREY MITCHELL,
Dept. of Labour,
Ottawa, Ont.

SIR:

Your Board of Conciliation in the above matter journeyed to Kirkland Lake, Ontario, and held meetings with the representatives of the above Company and Union on Wednesday, June 12 and Thursday, June 13, 1946.

The Company was represented by:—

W. S. Walton, K.C., Counsel of Toronto, Ont.

V. H. Emery, Vice-President and Managing Director of Kirkland Lake Gold Mining Co. Ltd.

George Dunn, Manager of Mine.

Alex Harris, Member of Company's Negotiating Committee.

The Union was represented by:—

Thomas McGuire, International Representative.

Michael Uhrym, Member of Union Negotiating Committee.

Stoel Bentley, President, Local 240.

Cliff Olson, Member of Union Negotiating Committee.

At the first meeting there was little evidence of conciliation. The Company wanted the meeting held in camera and counsel for the Company argued it was illegal to hold them in public. To this motion the Union objected and the Board adjourned to consider its procedure.

At resumption the chairman overruled the contention of the Company's Counsel and

the meetings were held in public. The meetings proceeded thereafter in a most orderly manner and on the second day there was a very large measure of agreement between the Union and the Company.

The one matter on which there was no measure of agreement was that of union security. The Company was unalterably opposed to any form of check-off for the following reasons:—

1. Because it would lead finally to the "closed shop".
2. It was not in the interest of industrial peace and therefore meant insecurity for the Public, for Industry and for Employees.
3. Wartime Labour Relations Regulations P.C. 1003 do not contemplate the bolstering up of either party to bargain collectively and support for either was prohibited by Section 19.
4. The demand for Union security removed the right of free association, created a monopoly, thus destroying free enterprise and lessening the freedom of the individual. In the end this would place "in the hands of Union Leaders the control of the destiny of all citizens."
5. Financial relations should not be established between the employer and the union such as check-off thus compelling the unwilling employee to contribute Union funds. This makes the worker a mere pawn of the Union and the Union should make its own collections and stand on its own feet.
6. The Company at present makes deductions for the following:—
 - (a) Medical and Hospital Aid Plan
 - (b) Sickness and Accident Benefit Plan
 - (c) Athletic Association
 - (d) Victory Bonds and War Savings Certificates
 - (e) Items from Stores.

None of these, however, were arbitrary in their nature, the individual could name his doctor in (a) he may withdraw from (b) also from (c) in the case of (d) it was a patriotic duty done at the Government's request and in (e) stores were obtained by employees at net cost to the Company.

7. Attention was drawn to the fact that within the past ten months three collective bargaining agreements were entered into with mining Companies in the immediate district and not one of them contained a check-off clause.

It was noted by the Board that what the Union requested was an irrevocable check-off

where authorized by members of the Union in writing. This to be in amounts of \$1 per month to be confined only to members of the Union so authorizing and did not ask for all employees to come under the check-off. This, Mr. McGuire hoped, would meet the Company's objection to the "closed shop". Of 220 men concerned authorization was presented in writing of 184 to exercise the check-off and it was claimed they represented over 90 per cent of the men underground. However, the Company and the Union could come to no agreement on this matter.

At the final meeting with the Board the existing agreement was gone through, clause by clause, and all items were agreed to with amendments acceptable to both parties excepting the following clauses which were left with the Board:—

Clause 10—Temporary Employees

Clause 12—Overtime

Clause 15—Wages with respect only to double time for holidays and off-shift differentials

Clause 16—Vacation with pay.

With regard to Clause 10, the Company desired the period of temporary employment to remain as it was at six months. The Board considers that a temporary period of four months should be sufficient in ordinary circumstances.

In Clause 12, Overtime, the Union asked for Overtime pay of time and a half after eight hours of work in any one day and after forty hours of work in any one week and the Company desired the clause to stand as in the present agreement.

The Board recommends that overtime pay of time and a half be granted for time worked over eight hours each work day providing the employee is at work on the succeeding work day unless prevented therefrom by accident or illness, or conditions existing in the home justifying absence.

The Board further considers that overtime pay of time and one-half be granted after 45 hours have been worked in each working week, that is for time worked on any day but Saturday in excess of eight (8) hours and for time worked on Saturday in excess of five (5) hours.

In Clause 15, Wages, that is with respect to double time for Statutory holidays and pay differentials for off-shifts. In the case of the former the Board presided over by Mr. Justice Roach in the case of The International Nickel Company Ltd. and Local 598 effected an agreement whereby time and one-half for work performed on Good Friday, Dominion Day, Labour Day and Thanks-

giving Day and for work done on Christmas and New Year's Day, double time is to be paid, and this Board recommends similar action in this case. It is to be noted that the Union asked for double time for all such days actually worked.

In regard to pay differentials for off-time shifts, the Union asked for ten (10) cents an hour additional pay for the night shift from 11 p.m. to 7 a.m. and for five (5) cents additional per hour during the afternoon shift from 3 p.m. to 11 p.m. This Board recommends five (5) cents extra per hour for the former and three (3) cents extra per hour for the latter.

In Clause 16, Vacation with pay. This Board recommends that any employee who has one year's continuous employment with the Company shall be entitled to one week's vacation with pay and where the employee has five years continuous employment he should be entitled to two weeks vacation with pay as in the agreement made by the International Nickel Co. Ltd. An employee's one week's vacation pay should be an amount equal to 2 per cent of his annual earnings and two weeks' vacation pay should be equal to 4 per cent thereof.

With regard to check-off deduction we recommend that an irrevocable check-off amounting to \$1 per month be deducted from the pay of every workman so authorizing the same in writing. This is all the Union asked and is much less than the award given by Mr. Justice Rand in the case of the Ford Motor Car Company and is less than what was agreed to by the International Nickel Company and the bargaining union as in such case the check-off extended to all their workmen.

We commend the spirit evidenced by the Company and the Representatives of the Union in the conciliation proceedings and the Board trusts that an agreement may be speedily reached.

Dated at Ottawa on this 26th day of June, A.D. 1946.

(Sgd.) J. H. STITT,
Chairman of Board.
(Sgd.) DRUMMOND WREN,
Board Member.

Minority Report

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir—

I have concurred in the report made to you in this matter by the Chairman, Mr. J. H. Stitt. However, I am of the opinion that

while we have agreed double time is to be paid for time worked on Christmas Day and on New Year's Day, that there should also be provision for payment at straight time for both of these Statutory Holidays when no work is performed on them. In order to avoid lessening the pay of industrial workers because of cessation of work owing to Statutory Holidays, and in order that these workers may enjoy payment for these holidays when not worked, treating them on a par with non-productive and supervisory staff, and as it is becoming more and more a practice for enlightened employers to make such payment, in fact many employers are paying for all Statutory Holidays, I would recommend that such a provision be included in the agreement between the parties in this case mentioned above.

Yours very truly,
(Sgd.) DRUMMOND WREN,
Board Member.

Minority Report

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir:

I have read the majority report of this Board as prepared by Chairman, J. Stitt and Union Representative, Mr. Drummond Wren and wish to state that I fail to agree with any of their recommendations and some of the statements made.

As concisely as possible, there are set out herein my objections and conclusions.

First, may I say that I was greatly impressed by the spirit of cooperation shown throughout the Hearings by the Company and Union, as evidenced by their Brief and Evidence respectively and by the ready acquiescence of the Company to the suggestions of the Board. There was initially an objection on the part of the Company to the Hearings of the Board being held in public because of unfortunate incidents which it was stated had previously occurred in Kirkland Lake before a Board of Conciliation. Once the Chairman ruled the Hearings would be made in public, they proceeded without incident.

There had been no agreement on any clause of the proposed agreement prior to the sittings of the Board. At the suggestion of this Board, the Company and the Union were able to agree on the greater proportion of the clauses. The Company made many concessions and exhibited an earnest desire to arrive at a mutually satisfactory complete agreement. I, therefore, take exception to the majority statement that there was little evidence of conciliation.

It was the Company's contention in their Brief before the Board that check-off alone was the stumbling block in the way of a complete agreement. The trend of events appears to support this contention, as, with the exception of one clause respecting temporary employees, the only items now in dispute are matters affecting compensation of employees and the check-off. These items are set out specifically in the Majority Report.

CLAUSE 10—TEMPORARY EMPLOYEES

I would recommend the clause in the existing agreement which provides for a probationary period of six months. This is much more satisfactory from the viewpoint of the new employee as it is from the Company's standpoint. As I understand it, there is no evidence of any hardship under the clause which has been in effect during the past seventeen months.

CHECK-OFF—DEDUCTION OF UNION DUES

The Union requests that the Company recognize authorizations signed by employees for deduction from their pay cheques, monthly Union dues, initiations and re-instatements, and remit the amount to the Union; such authority to be irrevocable.

The Company in its Brief advanced arguments against any form of check-off. My considered opinion, on the basis of conditions as they exist in the field of industrial relations to-day, is that the reasons of the Company are well-founded. Industrial peace I am convinced will not come by the indiscriminate granting of check-off and other so-called "Union security" clauses. Summed up, the reasons against the check-off submitted by the Company were as follows:

- (1) Innocuous as the mildest form of check-off might appear to be, it is the beginning of demands for successive forms of so-called "Union Security" clauses with a view to reaching the ultimate goal of unions—the Closed Shop.
- (2) Unions possessing the best "security" clauses have been responsible for major strikes in industry. Insecurity for employees, industry and the public and not industrial peace has come from creating a monopoly for Unions by establishing "Union Security" clauses.
- (3) Order in Council P.C. 1003, Wartime Labour Relations Regulations, does not contemplate the necessity for bolstering the position of one of the parties by the other party to enable it to carry out the agreement and confers no obligation on the Union or the Company to agree to any proposal which

would render a measure of support to either party, and support is prohibited by Section 19.

- (4) The right of free association of employees is removed through the creation of a monopoly. Any monopoly, whether held by Unions or by industrial concerns, destroys free enterprise and removes individual liberty. Freedom should be retained by the individual to change his Union or his job. Successive demands for "Union Security" clauses in the process of collective bargaining would ultimately result in creating a monopoly and placing in the hands of a few Union leaders the control of the destiny of all citizens.
- (5) It is a fundamental error to establish financial relations between an employer and a Union, as happens when a check-off is permitted. The employee who is compelled to pay into a Union whether he so desires or not becomes a mere pawn in the Union plan over which he has little or no control. Compulsion in any form is thoroughly obnoxious. The Union should stand on its own feet and attend to its own collections.
- (6) Attention was drawn to the fact that within the past ten months this Union entered into three collective bargaining agreements with Mining Companies in the immediate vicinity of the Company's property and these agreements do not contain a check-off clause.

I subscribe fully to the reasons advanced by the Company as summarized herein, and must therefore go on record as being opposed to the granting of any form of check-off in this case.

ADDITIONAL COMPENSATION OF EMPLOYEES

Under this heading are the following items in dispute:—

1. General wage adjustments.
2. Overtime and holidays.
3. Shift premiums.
4. Vacation with pay.
5. Sick Leave pay.
6. Severance pay.
7. Guaranteed annual work.

As all these items represent increased compensation I shall first deal with them collectively. Notwithstanding the fact that this Board has the right to bring in recommendations with respect to certain of these items, I feel that the general question of additional compensation is one with which the Board in the circumstances is not competent to deal, particularly as some of the items are definitely outside the scope of the

Board's powers. The spokesman for the Union spent the greater part of one session demanding increased wages and he was not interrupted by the Chairman or Mr. Wren. I have been subsequently informed by these Members that this question is beyond the jurisdiction of the Board. Nevertheless, I feel it is incumbent upon me to refer to it.

The Company's product is gold, which must be sold to the Dominion Government at a fixed price. In this respect the situation differs entirely from that quoted in the Majority Report and covered in the recent report of a board in the case of a base metal mine. The producers of base metal, as well as manufacturing industries generally are in a position to pass along any increase in costs to the buyers of their products. This Company and all gold mines are unable to do this. The Company's costs of operation have been steadily increasing. The per ton milled cost in 1940 before income tax was \$7.29 and the Company estimates the cost for the first six months of 1946 will be \$9.68, an increase of \$2.39 per ton, or approximately one-third. The average annual earnings of the Company's wage earning employees (excluding salaried employees) increased from \$1,823 in 1939 to \$2,194 in 1945. During the first half of 1946 the Company estimates it will mill 46,973 tons, recovering an average of \$11.58 per ton and producing \$543,978. Compare this with 1940 when the Company milled 137,986 tons, recovering an average of \$14.87 per ton and produced \$2,051,789. In other words the Company's production has fallen off about one-half and the average grade is lower by \$3.29 per ton.

I cannot in addition do better than attach hereto a copy of the Company's Supplementary Statement filed with their Brief and dealing with the entire question of increased compensation of employees. I would also refer you to the recent Brief of the Ontario Mining Association, which was presented to the Committee on Natural Resources and which is included in the Proceedings of the Senate. At the time of the presentation of this Brief the Committee remarked that the lot of the gold mine operator was not a happy one.

The Union's requests in this connection are now dealt with individually as follows:—

1. GENERAL WAGE ADJUSTMENTS

The Union asks that a minimum rate of \$1.10 per hour for machine runners be established and corresponding increases for all other classifications, and that the Company agree to negotiate bonus incentive or contract rates with the Union.

This is a matter for submission to the National War Labour Board. As stated, I am of the opinion that this Board of Conciliation lacks jurisdiction and this opinion was confirmed by the other Members on the Board, but I might observe that for the reasons set out in the Company's brief, it is my feeling an increase is unjustifiable now. This observation applies equally to any increased financial obligations directly or indirectly affecting the Company.

2. OVERTIME AND HOLIDAYS

The Union asks time and one-half for work in excess of eight hours per day; also in excess of forty hours per week; and full pay for New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day if not worked and double time if worked.

The Company pays time and one-half for work in excess of forty-eight hours per week, so that if an employee works throughout the week, he secures the premium for all hours worked in excess of forty-eight. This is the general practice in the gold mines of the district and I understand, in Ontario.

In regard to Statutory Holidays, the Company pays time and one-half for two holidays when worked, although this is not covered in the agreement with the Union. I find it is the general practice in the gold mines in the District to pay for three holidays at time and one-half if worked and I would therefore recommend that the Company pay time and one-half for any work performed on New Year's Day, Christmas Day and Dominion Day. I would, however, recommend no change in the present method of computing overtime over forty-eight hours per week.

3. SHIFT PREMIUMS

The Union asks a premium of five cents per hour for the second shift and ten cents per hour for the third shift. The Union also asked premium of seven and one-half cents per hour in the second of a two-shift operation, but this was abandoned as inapplicable.

Shift premiums as such have never been paid by the Gold Mines, it being considered that the wage rates include compensation for changing shifts. The shifts rotate each week and it is stated by the Company that some men prefer the afternoon shift steadily. I cannot recommend any change in the present method of compensation.

4. VACATION WITH PAY

The Union asks for one week, after one year and two weeks, after two years.

This Company in conformity with the general practice in the district is prepared to continue the present arrangement whereby every employee with seniority of one year or more is entitled to vacation of one week. This is in accordance with the Provincial Regulations entitling an employee to such a vacation after service of one year.

For the reasons respecting additional compensation, previously mentioned, I would recommend no change in this connection.

5. Sick Leave Pay
6. Severance Pay
7. Guaranteed Annual Work

In regard to the above items, it was stated before the Board by the Union spokesman that they were not pressing for these benefits. These items are not specifically named in the Majority Report, but as they were brought before the Board, I am dealing with them herein.

These matters involve additional compensation and an additional financial burden on

the Company and my remarks relating to increased costs apply equally to the above items.

As stated the seven items which I have dealt with under the heading of Additional Compensation of Employees must be treated together, as they all mean increased costs. The Company has been struggling to get back to normal and it should not be called upon to pay increased compensation under existing circumstances. The employees have enjoyed a high wage, high average earnings and steady employment. There is no comparison between the employees of this mine and workers in industries where the operation is seasonal.

All of which is respectfully submitted.

Yours truly,
(Sgd.) JOHN THOMPSON,
Board Member.

Ottawa, Canada,
June 26, 1946.

Report of Board in Dispute between Perfect Circle Co., Ltd., Leaside, Ont., and Local 2729, United Steelworkers of America

On July 6 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Perfect Circle Co., Ltd., Leaside, Ont., and Local 2729, United Steelworkers of America.

The Board was under the chairmanship of Mr. F. J. MacRae, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. E. Macaulay Dillon, and E. B. Jolliffe, both of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL,
Confederation Building,
Ottawa, Ontario.

The Board of Conciliation appointed by you, consisting of Mr. E. B. Jolliffe, K.C., the nominee of the employees, Mr. E. Macaulay Dillon, K.C., the nominee of the employer, and Mr. F. J. MacRae, K.C., as Chairman, has had a total of twelve meetings of which seven were attended by the parties and five were meetings of the Board only.

The company was represented by Mr. J. C. Adams, K.C., Mr. S. T. Garside, Mr. C. E. McTavish, Vice-President and General Manager, and Mr. L. Kay, Production Manager. Those present for Local 2729 of the United Steelworkers of America were Mr. Howard Conquergood, International Representative,

Mr. Mitchell, Mr. John Malone, President of the Local Union, Mr. Robert Campbell, Vice-President of the Local Union, and three other members of the negotiating committee.

From the letter of Mr. George L. Fenwick, Conciliation Officer, to you dated August 10, 1945, it would appear that the main difference between the parties centered around the matters of maintenance of membership and check-off, but as the hearings progressed many other details were discussed before the Board. However, the Board was successful in reducing the number of points of disagreement and the matter of relationship and voluntary check-off has been settled between the parties.

A report was submitted in which the majority of the Board declined to make recommendations about the remaining points of disagreement on the ground that the parties themselves could more easily agree without the assistance of any recommendations.

The Director of Industrial Relations of the Federal Department of Labour, by letter dated the 26th of March, 1946, to the Chairman of the Board, took the position that "Sec. 13, ss. 2, P.C. 1003, imposes upon a Conciliation Board the responsibility of reporting its findings and recommendations in the event that agreement by the parties is not reached." He accordingly directed the Chairman to reconvene the Board for the purpose of submitting findings and recommendations. This was done and the Board had two meetings with the parties.

1. GRIEVANCE PROCEDURE

The Union suggests five steps in the Grievance Procedure and the Company wants only four on the ground that the Union's proposal would unduly prolong the final disposition of a grievance. It is recommended by the Board that a definite time of fifteen days be fixed between the preliminary step and the first step of the Grievance Procedure in order to avoid undue delay when grievances arise. This Board further recommends that the decision referred to under Step 3 be given in writing at a meeting called under the provisions of Step 3. Both parties agreed to this.

If the matter of grievances cannot be satisfactorily settled within the three steps of the Grievance Procedure, the matter may then be submitted to a Board of Arbitration. If the grievance concerns a matter other than the discharge of an employee, request for arbitration shall be made in writing within ten full working days after the grievance has been dealt with in Step 3.

If the grievance concerns the discharge of an employee, request for arbitration must be made in writing within ten full working days after the grievance has been dealt with in Step 3. These time limits of ten days may be extended by mutual agreement between the company and the Union Grievance Committee. The parties agreed to the principles of this paragraph but the time limits are the Board's.

2. DISCHARGE CASES

After hearing considerable discussion with regard to the discharge of probationary employees, the Board makes the following recommendations: That the Company shall have the right to dismiss an employee within thirty days from the date he or she first comes to work for the Company provided that such employee shall have the right within three full working days to take the matter of his or her dismissal up with the Production Manager and be accompanied, if he or she so desires, by two of his or her fellow employees who may take part in the discussion. The parties agreed to these provisions.

The Board also recommends that where a regular employee claims he has been unjustly discharged from his employment, he shall have the right to invoke the Grievance Procedure commencing with Step 3, providing a written statement of such grievance is lodged with the Production Manager within five full working days after the employee ceases to work for the Company. There was no agreement on this clause by the Union who desired no time limit. The Company recommended a time limit of three days and the Board recommends a five-day limit.

3. VACANCIES

The Board recommends that promotions to vacancies and new positions, not including the rank of foreman, shall be according to employees' seniority standing, ability and proficiency to perform the work, but where ability and proficiency are equal, seniority shall be the determining factor. All vacancies should be posted on the Bulletin Board for at least twenty-four hours.

It is further recommended that a delegated representative of the Union meet in an advisory capacity with the company in selecting employees for posted vacancies.

4. REDUCTION IN WORKING HOURS

The parties were practically in agreement with regard to the formula to be used in reduction of working hours. The Board recommends that it be made clear in the agreement that the Company will not resort to the reduction of hours and/or the working force unless it is deemed necessary as a result of declining volume of business; and further that the Company, before any lay-off of any regular employees, must first reduce hours of work to not less than thirty-five per week in the manufacturing, inspection, and cartoning, tool room, maintenance production stores and time-keeping departments and no new employees shall be hired until standard hours are restored. This was agreed to by both parties.

5. ARMED SERVICES SENIORITY

This Board recommends that the Company consider favourably the application of veterans for employment in their plant and to assist in their re-establishment in civil life. The Board is unable to recommend the adoption of the super-seniority clause as applied to veterans.

6. REGULAR HOURS AND REGULAR WORK WEEK

This Board recommends the continuation of the regular work week of forty-five hours; that the regular hours and the number of days per week may be varied by the Company as is necessary in the shipping, receiving, building maintenance, tool room and maintenance departments; and that the company, before any change is made in the hours of work in the manufacturing, inspection and cartoning, production stores, time-keeping and garage departments, will give the Union five days' notice of any change contemplated; and the Union representatives will have the right to discuss the contemplated change of hours with the Production Manager.

7. EXTRA PAY AND OVERTIME

This Board recommends that, in case of an emergency, and then only with the consent of the employee or employees affected, the

employees may be required under the agreement to perform overtime work in excess of their regular hours but in any event not more than twelve hours shall be worked in any one shift. This Board is unable to recommend any change from the present practice of one and one-half times regular pay for all overtime work. This Board recommends that overtime be discouraged by the company as much as possible. These two recommendations are made, although not within our jurisdiction, in the hope that they will contribute to a final settlement.

8. VACATION WITH PAY

The Board recommends that the company's Vacation Plan, as submitted to the Union and this Board, be adopted and implemented, if necessary, by the provisions of Hours of Work and Vacation With Pay Act (Ontario), as amended.

With regard to the recommendations of the Board, where it is stated that both parties agreed thereto, Mr. Conquergood, the Union representative before the Board, agreed to submit these recommendations to the workers and advise the Board of their decision. Mr. Conquergood took the position at the last two hearings of the Board that, while he had no serious objections to them, he felt bound to consult the workers and agreed to do so and report to the Board. No official report has been received on these matters from Mr. Conquergood, although a written request was sent to him on the 2nd of May, 1946, which, it should be noted, was weeks after the final hearing held on the 10th of April, 1946.

The Board therefore feels that there is every reasonable prospect that both parties will agree to the foregoing recommendations.

Dated at Toronto this 22nd day of May, 1946.

(Sgd.) F. J. MACRAE,
Chairman.

(Sgd.) E. MACAULAY DILLON.

Minority Report

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Sir,—The parties to this dispute succeeded in arriving at collective bargaining agreements in 1943 and again in 1944. Negotiations for the third agreement were commenced in April, 1945. During the year which followed the parties agreed upon most clauses of a new agreement and even came to an understanding upon the important issue of union security. However, notwithstanding the efforts of a conciliation officer and of this Board, there remain at least eight issues upon which the

parties appear unable to agree. In these circumstances, so many obstacles to agreement having been surmounted, my opinion is that the Board has an obligation to give not only a summary of the facts but also an explanation for the present breakdown of a collective bargaining relationship which has existed since 1943. In the absence of an explanation the report of the Board can be neither constructive nor intelligible.

I am, of course, aware that recommendations of the Board cannot be enforced, as I am also aware that in this case one of the parties, the Local Union, volunteered to accept the findings of the Board if the other party, the Company, would undertake to do the same, a commitment the Company declined to make.

I agree with my colleagues that the outstanding differences between the parties could and indeed ought to be resolved by the normal processes of collective bargaining, as they were when two previous agreements between the parties were successfully negotiated. The inescapable question arises—and it is a question affecting the public interest—as to why there should be failure now where previously there was success.

Conciliation proceedings before the Board commenced with some disputation on a highly contentious issue—that of union security. Instead of insisting upon a finding by the Board, the Local Union reluctantly abandoned its original demand for a Union Shop and even withdrew its plea for a maintenance-of-membership clause, (which already exists in the Perfect Circle Company's contract with its American employees, represented by the United Steelworkers of America, at Tipton, Indiana), expressing the hope that an understanding could be reached on some form of check-off. Subsequently it was reported to the Board that the parties had agreed on a form of voluntary revocable check-off, which is a modest degree of union security, very much less than what was sought by the Local Union, and indeed much less than what is frequently recommended in these times by conciliators and arbitrators. If, upon such a contentious matter, the Union could make such substantial concessions for the sake of reaching agreement, it is obvious that agreement could also be reached upon less difficult questions, if both parties had the will to do so, and it is equally obvious that the Local Union cannot be expected to make all the concessions or sacrifices or to surrender rights won in previous years in order to reach an agreement.

While I am satisfied that some of the outstanding differences did not seriously divide the parties so long as negotiations were conducted directly between the Union and the

management of the Company, they have been put in issue before the Board, and it becomes necessary to state my conclusions upon the merits of such matters.

I am bound to point out that the parties themselves reached agreement on three of the outstanding differences prior to the appearance of the Central Ontario Industrial Relations Institute to represent the Company before the Board. These three were: Grievance Procedure, Discharge Cases, and Reduction in Working Force.

I must further point out that in all but two of the outstanding differences, the Company, as represented by the Central Ontario Industrial Relations Institute is seeking to withdraw or curtail rights which were expressly granted to the employees by the parties on April 28, 1944. What the Institute has proposed is a whole series of new departures, all at the expense of the employees, none of which were suggested by management in earlier negotiations.

I shall now report upon the outstanding differences seriatim:

1. GRIEVANCE PROCEDURE:

The previous agreement between the parties provided for a preliminary step to be taken before entering upon the successive steps customarily recognized in grievance procedure. The significant feature of this preliminary step is that the union can be ignored, that is, the individual concerned can take the matter up without consulting a steward or any other union officials. The Local Union does not ask for the elimination of the so-called preliminary step, but the Institute insists that the procedure be revised by setting a time-limit of two days, or at most seven days, between the end of the preliminary step and the initiation of the first step. The Local Union opposed any limit at that point, and holds that the preliminary step is not really a part of grievance procedure.

I agree with my colleagues that there should be a time-limit, but it is perfectly clear that two days, or even seven days, would be inadequate and unfair. At later stages in grievance procedure it is customary and proper to set peremptory time-limits. This, however, is a different matter.

The individual employee, taking up a grievance himself under the preliminary step, without consulting the union or his steward, cannot be expected to know all the procedural niceties of the agreement. It would not occur to him that his rights lapse after only 48 hours. Yet the Institute's written proposal was that such a man lose all his rights unless he proceeds to the next step within two days. It is an unfair and improper suggestion which

would make the grievance procedure worthless to most employees.

To give an employee an opportunity to ascertain what his rights are, the time-limit must be reasonable. Union meetings are usually held each month. Although it might have been considered as a compromise, I do not think 15 days is adequate.

I therefore recommend that a 30-day limit be fixed as between the so-called preliminary step and the first step.

Time-limits between subsequent steps can of course be much shorter, because the matter is then within the knowledge of union stewards and officials, who must be well acquainted with all the terms of their agreement with the Company. I also recommend that the contract provide for a meeting between an International Representative and Management at the third step. The efforts of the Institute to eliminate this step indicate an unfortunate failure to appreciate the helpful part representatives can play in adjusting grievances.

It is worthy of note that the difference between the parties on these issues, actually arose *after* conciliation proceedings commenced, and not before, a strange circumstance for which the Board cannot be held responsible. It is, however, a circumstance which calls for an explanation. The explanation is as follows:

Prior to the appointment of the Board the Union had negotiated directly with management, and for a time, with the assistance of a conciliation officer. The Union proposals with respect to Grievance Procedure were accepted by the management by a letter dated October 4, 1945, (and later filed with the Board) in which clauses 10 to 38 inclusive of the Union's draft agreement were described as "O.K.". Upon his first appearance before the Board, Mr. J. C. Adams of the Central Ontario Industrial Relations Institute submitted a document setting out the points on which the parties had failed to agree—and Grievance Procedure was not one of them. Subsequently the Board met from time to time and negotiations were continued between the representatives of the parties, during which the Union's draft agreement was considerably modified and the Institute advanced entirely new proposals with respect to grievance procedure and other matters upon which an understanding had been reached in October. The result was that when, on January 11, 1946, the Union submitted a new draft agreement to the Board, together with the alternative clauses advocated by the Institute, it appeared that (apart from the union security issue) the parties were farther apart than they had been at the Board's

first meeting. It is a regrettable result, which might seem to be "conciliation in reverse" if the explanation were not so apparent.

2. DISCHARGE CASES

The Local Union concedes that probationary employees may be dismissed without reference to seniority, but declines to concede that probationary employees may be dismissed for no reason at all.

The effect of the Institute's proposal is that during his first 30 days' employment a probationary employee may be dismissed with or without cause, and without recourse of any kind under the agreement. The theory of it is that for 30 days employees are completely rightless, and even the rawest case of injustice, if such were to occur, could not be questioned. The victim would then be compelled to seek employment elsewhere, carrying the stigma of unexplained dismissal.

While recognizing the distinction between the status of probationary employees and that of regular employees, it would be wrong to acquiesce in such an extreme suggestion. The Union could be justifiably charged with betraying the interests of new employees if it agreed that they shall be rightless for a period of 30 days.

This is another issue upon which the parties were in accord until the Institute appeared.

This is also another instance in which the Institute's proposal involves the withdrawal of rights enjoyed by employees under the previous agreement.

I do not agree with the recommendation of the majority of this Board as to the dismissal of employees during their first 30 days of employment. The majority scheme would simply have the effect of excluding the Union from its proper function of handling grievances for such people. The Union is recognized as bargaining agency for all the employees and not merely for those who have been employed for a certain period of time. The Union denies that it has agreed to any such provisions.

I recommend that the parties agree in the same language with respect to the Discharge of Employees as that which appeared in their 1944 agreement or in their accord of October 4 1945.

3. VACANCIES

The Local Union's proposals with respect to this question are almost exactly the same as the provisions of the 1944 agreement.

The Institute insists that the previous machinery for promotions to fill vacancies be scrapped by excluding promotions to the rank of foreman.

The Board was informed by management that there have been no cases of promotion to foreman under the previous agreement. Thus the pre-existing machinery has had no test, and no experience was cited against it. Indeed no reason whatever was offered for the change.

I therefore recommend that the parties agree to the same effect with respect to vacancies as in their 1944 agreement.

4. REDUCTION IN WORKING FORCE

Another new departure is here advanced by the Institute. The Local Union proposed, as provided in the previous agreement, that a reduction in working hours (for the purpose of avoiding lay-offs) should be made "as mutually agreed upon by the Company and the Union". This formula was specifically approved by the management's letter of October 4.

I see no reason why a Board of Conciliation should stand idly by and express no opinion when an accord reached by the parties is destroyed by the intervention of the Institute. The history of the matter seriously affects the relationship of the parties and illustrates why the Board is now unable to report that agreement has been reached on all points.

The majority of this Board recommend a certain formula but ignore the point upon which the parties agreed in 1944 and again in 1945 but cannot now agree. The effect of ignoring it is to concede the point raised by the Institute. With reference to hours, the Union wishes to retain the words "as mutually agreed upon by the Company and the Union".

I recommend that the parties now agree as to the Reduction of Working Force and Hours in the same terms as in their 1944 agreement and their accord of October 4, 1945.

5. VETERANS' SENIORITY

It was stated in the original report of the majority of this Board, (which has now been modified): "The Company is willing to discharge its obligations to employees in the Armed Services as provided by the Reinstatement in Civil Employment Act."

The effect of the statement, which correctly describes the Company's position, simply is that the Company offers nothing. The Company is obliged to comply with the law in any case, entirely apart from any question of collective bargaining.

The Local Union requests what is called "super-seniority" for war veterans. This proposal does not mean that veterans receive uniform seniority rights. It means that, upon

becoming a regular employee, the war veteran's seniority is deemed to run from the date of his enlistment or call-up; it is made retroactive. It would mean, for example, that a veteran who enlisted in November, 1939, and was discharged in December, 1945, would have over six years seniority on becoming a regular employee of the Company at this time, although never previously employed by the Company, and he would be junior only to those workers whose service with the Company began before November, 1939. Such an arrangement has been called "super-seniority" because it goes even farther than the clause frequently used which preserves and accumulates the seniority rights during military service of a former employee who returns to the Company upon being discharged.

The Local Union urges the "super-seniority" clause on the ground that it is the only way of putting the war veteran on a footing of equality (so far as the collective bargaining agreement is concerned) with a fellow-worker who was continuously engaged in industry during the war years.

The Company's representatives were invited to state their position on this issue, and did so with surprising frankness. It was stated that most war veterans must be regarded as new and inexperienced workers, that a considerable period of time must elapse before the Company can be satisfied of their value and that in general, notwithstanding some exceptions, the experience of employing them is not satisfactory. For these reasons the Company refused to make any concessions in their favour other than those required by statute. The Company's views were emphasized by an official of the Central Ontario Industrial Relations Institute. They did not alter their pronouncements until after my preliminary report, which dealt with this subject, had been made known and the Board was re-convened. They then professed their appreciation of the desirability of employing war veterans, but failed to give it any tangible recognition by amending the proposed agreement with the Union. War veterans are more interested in tangible recognition by way of employment than in professions of sympathy or appreciation. Notwithstanding the explanations and contradictions made by the employer's representatives when the Board was re-convened, I repeat that they made it perfectly clear, at earlier meetings, that they were not prepared to accept veterans into employment on the same footing as others, and, specifically, that a longer period of time is required to assess their suitability for employment.

It is regrettable that such an irresponsible attitude should be adopted by any employer

or employer's representative toward the serious problems of veterans readjustment and rehabilitation to which so much attention has been given by the Government and by numerous voluntary organizations. It has never been suggested that the return of veterans to civil employment would be entirely free from difficulty. It does not follow that employers can lightly repudiate all responsibility except that imposed upon them by law.

The principle is an important one. It was widely and emphatically stated during the war years that veterans would be assisted to re-establish themselves without any avoidable disability. On occasion it was also predicted that veterans' interests would clash with those of organized workers who were, during the same period, obtaining the recognition of seniority rights by collective bargaining. Now that the war has ended and demobilization is in full flood, the question is no longer one of theory; it is a question of practice. The assurances so freely given from 1939 to 1945 must hereafter receive something more than lip-service.

The Local Union has met this test by proposing the super-seniority clause, which subordinates the interest of the "war worker" to that of the "war veteran". Whether or not they were wise in so doing, such was the decision of members of the Local Union. It may be fairly deduced that in taking a step which at first sight appears contrary to their own interests, they had in mind their obligations to war veterans, and also the long-term desirability of establishing harmonious relations between themselves and workers returning to industry from war service.

The Company is not asked to make a corresponding sacrifice. Seniority rights may be precious to employees of long standing; they do not have the same high significance or value for the employer.

Moreover, the Company has adequate protection for its efficiency standards. Under the 1944 agreement—and the proposed new agreement—no employee becomes a regular employee with seniority rights until after three months' service as a probationary employee. In a relatively small plant, three months give management ample opportunity to assess an employee's suitability for regular employment. This is admitted by the Company, which alleged, however, that a longer period of trial is needed for war veterans. In other words, the Company proposes to discriminate against veterans in the matter of probationary employment, and the device for so doing is to deny veterans any retroactive seniority so that, in the event of staff being reduced, war veterans will be the first to be laid off. It is impossible to understand what good

purpose can be served by this procedure, and the result of such discrimination could only be to create ill-feeling between veterans and the Union. If the Company does not desire that result and does not wish to discredit the seniority system, *it would be well advised to accept the principle of super-seniority advocated by the Local Union, and I so recommend.*

The wording of the proposed super-seniority clause is open to improvement. I suggest that it be reviewed by both parties and that it apply to all cases of "initial employment" with the Company after discharge rather than to those employed within 30 days after discharge.

6. REGULAR WORK WEEK AND HOURS OF WORK

The Local Union proposes that the schedule of working hours be fixed from time to time by negotiation between the parties, it being recognized that changes may become necessary. In schedule "A" to the 1944 agreement, it was provided that hours, if other than regular, "shall be fixed from time to time by the Company after consulting with the union..".

The disagreement here is not about the number of hours in the work-week but about the scheduling of hours.

The Institute advances the novel theory that the Company should be in a position, with respect to scheduled hours, to amend the agreement unilaterally from time to time. This, like the Company's proposal with respect to Reduction of Working Force, would have the effect of reducing the area of collective bargaining so far as these parties are concerned.

The determination of working hours is normally a subject for collective bargaining, dealt with in practically all agreements, and is not, as the Institute suggests, a matter for determination by the employer alone. Collective bargaining ceases to be bargaining in good faith if one party, the employer, reserves unto itself the sole right to determine and to alter from time to time such an important working condition as scheduled hours.

Moreover, if employers were to continue asserting, after the fashion of the Institute before the present Board, that more and more subjects of collective bargaining must be regarded as the prerogative of management alone, then conciliation will be often frustrated, as it has been in this case, and the whole collective bargaining process would become by degrees so empty of substance as to be worthless.

The tactic may be summed up by saying: "I will formally recognize you and I will negotiate with you, but only as to certain points." In my view such a tactic does not

meet the requirements of the law with respect to bargaining in good faith. If it were to succeed, the controversy as to Union recognition would have to be decided all over again.

In view of the parties' failure to agree in recent negotiations, *I recommend that they adopt the compromise contained in Schedule "A" to their 1944 agreement.*

7. EXTRA PAY AND OVERTIME

In this connection both parties are proposing changes from the previous agreement. The most important question is that of double time after four hours of overtime.

The Local Union contends that excessive overtime should be penalized by providing that work performed after 12 hours shall be at double time rates. It was pointed out that it is particularly desirable to penalize all overtime in periods when unemployment is increasing.

My colleagues accept the Company's contention that the matter is one for the Regional War Labour Board to decide. There is, however, nothing to prevent the parties from agreeing to make a joint application to the War Labour Board, or from agreeing that the double time proposal shall take effect as soon as it becomes permissible by law. The Company already pays double time for work performed on holidays.

In view of the Company's acknowledgment that overtime ought to be reduced to the minimum, and in view of the improbability of much double time (after 12 hours) in a well-managed plant, the Company has little to lose by conceding the point to the Local Union.

8. NIGHT PREMIUM

The Company declines to state its position with respect to night-shift differentials until all the wage demands of the Union are known. The principle of an off-shift premium or night-shift differential is quite independent of other wage adjustments and could be dealt with as such even on January 11. Now under P.C. 348 of January 31, 1946, effective February 15, 1946, such matters can be negotiated and settled without recourse to the War Labour Board. I suggest that the parties do so.

9. VACATION

The Institute submitted, conditionally, on behalf of the Company a certain vacation plan, stipulating that it would be withdrawn immediately unless accepted in toto. No further comment is necessary, except that the plan did not appear to comply with the Ontario Statute known as The Hours of Work and Vacations with Pay Act, 1944.

In conclusion, it must be repeated that there is no mystery about the failure of these parties to agree in this instance.

The same parties were successful in concluding agreements in 1943 and 1944.

The Perfect Circle Company and the United Steelworkers of America have successfully concluded agreements in the United States.

So far as the management of the Canadian plant is concerned, the general manager of the Company impressed me at those sessions he attended as being a fair-minded person. I do not for a moment believe he is incapable of reaching agreement with the Union representatives. Nor do I believe that they are incapable of reaching agreement with him.

Report of Board in Dispute between Smith and Stone Co., Ltd., Georgetown, Ont., and Local 526, United Electrical, Radio and Machine Workers of America

On July 6 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Smith and Stone, Limited, Georgetown, Ont., and Local 526, United Electrical, Radio and Machine Workers of America.

The Board was under the chairmanship of His Honour Judge Egerton Lovering, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Norman L. Mathews, Toronto, and Weir Reid, Georgetown, nominees on the Board of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

The Board established by you herein held a meeting in the City Hall in Toronto on June 10, 1946, to hear the representations of the parties to the above dispute. The Union was represented by Mr. R. Russell, International Representative of the Union, Mr. Joseph Hall, President of Local 526, Mrs. Ethel Anthony, Chief Steward, Mr. Alex Kozuck, Treasurer of the Local, and Mr. James Ritchie, a member of the negotiating committee of the Union. The Company was represented by Mr. H. F. Caloren, personnel Manager of the Company. Complete briefs were presented by both the Union and the Company and oral arguments were presented by Mr. Russell and Mr. Caloren. It was agreed by both parties that there were three issues in dispute, namely:—

1. The request of the Union for union shop.

I am obliged to conclude that agreement would have been reached if it had not been for the intrusion of extraordinary factors already referred to in this report. These have been discussed at some length because they provide the only rational explanation for the break-down of relations in this case, and because of their broader significance if collective bargaining generally is to proceed in a constructive and orderly manner.

Dated at Toronto this 28th day of June, 1946.

(Sgd.) EDWARD B. JOLLIFFE,

Member.

2. The request of the Company for a clause prohibiting strikes and lock-outs during the duration of the agreement.
3. The request of the Union for the inclusion of an open-end wage clause.

The Union was adamant in its demand for the union shop provision and also for a compulsory check-off of Union dues. The Company was unwilling to grant a union shop but did offer a voluntary, revocable check-off. The Union refused to consider the request of the Company for a no-strike clause unless a union shop was given but did express its willingness to consider the insertion of such a clause if they obtained a union shop. The Company refused to agree to an open-end wage clause but did offer certain wage concessions which the Union refused to accept. It was pointed out that an application by the Union for wage increases is now pending before the Regional War Labour Board.

As it was impossible to reconcile the parties, the members of the Board held a further meeting on June 24 to consider the recommendations that should be made. While we regret that it was not possible for it to arrive at a unanimous agreement on these recommendations, the majority of the Board have agreed on the following recommendations:—

1. We recommend that no provision for Union Shop be inserted in the agreement. While the usual arguments in favour of and against a Union Shop were presented by the parties, we feel that no case has been made out for Union Shop in this instance. There is a substantial number of employees who do not belong to the Union at the present time and who do not wish to belong to it. These are, in many instances, valued employees of the Company, and we feel that the question

of joining or not joining a Union is a matter for these employees to decide for themselves and that the Company has no more moral right to coerce these into joining the Union than it has to prevent them from joining the Union. There was no evidence presented before the Board that the Company has discriminated in any way against Union employees or that it has in any way endeavoured to undermine the Union. On the other hand, the Company stated without contradiction that in violation of the present agreement the Union staged two sit-down strikes in February of this year. Under these circumstances, the majority of the Board fails to see why the Company should feel that it has derived so much benefit from the Union that it should override the wishes of the minority of its employees by requiring them to join the Union against their wishes. Taking all these factors into consideration, the majority of the Board recommends against any provision for a Union Shop in the present agreement and feels that the offer of the Company to grant a voluntary, revocable check-off is fair and reasonable under all the circumstances.

2. It is difficult to understand the refusal of the Union to the inclusion of a no-strike, no-lockout clause in the agreement. So long as P.C. 1003 is in effect any strike or lockout during the lifetime of the agreement would be illegal. Then again, in view of the fact that the grievance procedure culminating in arbitration provides a simple and peaceful method for the settlement of all disputes that may arise during the lifetime of an agreement, there would seem to be no justification for any strike or lock-out while the agreement is in force. If the parties do not intend to carry out the agreement then they are not entering into it in good faith and if they do intend to carry out the agreement they should not object to a clause providing that the method prescribed by the agreement for the settlement of disputes should be carried out. If, therefore, the parties are acting in good faith, it seems to the majority of the Board that the no-strike, no-lockout clause is an essential provision in the agreement and no valid argument has been presented against its inclusion. We, therefore, recommend without hesitation that the no-strike, no-lockout clause should be included in any agreement into which the parties may enter.

3. In view of the fact that one of the main purposes of collective bargaining is to cover the question of wages, we feel that both parties are entitled to a measure of stability on wage matters and it is not too much to expect both parties to provide that a wage schedule when agreed upon or, in the alterna-

tive, when directed by a properly constituted authority shall remain in effect during the one-year lifetime of the agreement. In view of the fact that an application has already been made to the Regional War Labour Board for wage increases, the Majority of the Board recommends that the following clause be included in the agreement:—

In view of the fact that an application for wage increases is now pending before the Regional War Labour Board for Ontario at which both parties will be free to present their views, it is agreed that the scale of wages directed by the Regional War Labour Board shall, subject to the right of either side to appeal to the National War Labour Board from such direction, remain in force and effect for the duration of this agreement.

We think that this is a reasonable provision and should be included in the proposed agreement.

All of which is respectfully submitted.

Dated at Toronto this 26th day of June, 1946.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) NORMAN L. MATHEWS,
Member.

Minority Report

The matters in dispute between Smith and Stone Limited and Local 526, United Electrical, Radio and Machine Workers of America were (1) the union shop; (2) the no-strike clause; and (3) the open-end wage clause. The member appointed on behalf of the company was Mr. Norman L. Mathews, Imperial Bank Building, 171 Yonge St., Toronto, on behalf of the Union, the writer of this minority report. The Chairman, Judge Egerton Lovering was appointed by the Minister of Labour after Mr. Mathews and myself failed to agree on a mutually acceptable chairman. I must confess that this was my first experience on a conciliation board. It has left me with a profound conviction that progressive labour-management relations cannot be effected if the proceedings of this particular board are typical. The chairman gave the impression that labour existed for the convenience of companies who may at times require them. This is an attitude which is to my mind not even in keeping with that which could reasonably be expected from the member appointed by the company who accepted sincerely his responsibilities to recommend a mutually satisfactory basis for the relations of the parties in dispute. On at least three occasions during the presentation of the union's brief by Mr. Russell, the chairman protested that he could not see how either the union shop or the open-end wage clause could possibly be in the

interest of the company. Further, I submit that at no time was such relevant matters as local needs and conditions discussed in their broad relationship with the needs and conditions affecting the workers and the industry as a whole. This made it impossible for me to accept the majority report in whole or in part, in that I do not believe that an understanding of the issues in dispute can be reached apart from these basic considerations,—union security and job security, wage-price relationships, labour-management co-operation—nor can the functions of the board be fulfilled in assisting the union and the company in reaching an agreement so that production can be continued in the common interest.

In supporting the union's demands for a union shop I recognize the reasonable argument advanced in the union's brief to the board which is reinforced by decisions of other boards of conciliation where union shops have been recommended in recognition of the union's contribution to the war effort and to labour-management co-operation. As early as February, 1945, the LABOUR GAZETTE published an analysis of the recommendations made by conciliation boards on union security disputes in 1944. The union shop was recommended in three majority reports and unanimously opposed in one other case. Maintenance of membership was recommended unanimously in four other cases, recommended by a majority report in seven, opposed in a majority report in one case and opposed unanimously in three cases.

As instance, there is the case between the Ontario Malleable Iron Company, Oshawa, and the United Steel Workers of America. "The union claimed harmonious relations with the employers since the signing of the first collective agreement in 1937 and one hundred per cent membership among the employees from 1941 until the end of 1943 when a group of employees from the province of Quebec had been placed in the plant and had refused to join the union. In view of the continued good relations between the company and the union and the thoroughly responsible behaviour of the latter the majority of the board felt that the demand of the union for a union shop was thoroughly justified and that a denial of the demand would be in fact a refusal of further recognition by the Company. The granting of a union shop would be the best possible token of renewed and increased confidence between the company and the union." (*Union Security*, pub. by Workers' Educational Association, page 37).

Again, more recently in the report of board of conciliation of dispute between Canadian

Marconi Company, Limited, Montreal, P.Q., and its employees members of the Commercial Telegraphers Union, Canadian Marconi System Division No. 59, signed by the chairman, Mr. L. W. Brockington, Ottawa, and Mr. Bora Laskin, employees nominee, recommended a modified union shop consisting of maintenance of membership for present employees, who are, or may become members of the union, and compulsory union membership for new employees within 30 days of hiring. This provision is to remain in effect for one year from the date of signing of the agreement.

In the light of an intimate knowledge of the workers of Smith and Stone and of the integrity of their chosen bargaining agent I insist that the common interest would be served best by the establishment of a union shop. From the attitude of my fellow board members and of Mr. Caloren, the personnel manager of the company and the expressed anti-union feelings of other company officials whom I have occasion to know casually, I fail to be impressed with the statement found in the company's brief on page 2. "The Company would not agree to the union's request, re: union shop as it feels that it cannot subscribe to any action which would deny the right of a citizen to obtain or continue in employment on a free basis independently of any organized group." This can be understood only as an anti-union view and a condition denied even Napoleon on St. Helene or Robinson Crusoe. Mr. Mathews maintained that the union shop contravened the fundamental freedom of the individual. He drew the parallel that it was like forcing everyone to vote for the Liberal Government. I disagree with the premise in that everyone has the rights and responsibilities of citizenship under the constitution which does not preclude freedom of thought and action within the institution of the state. It can be said that the union shop provides a stable agency organized and directed by the employees in which every member enjoys democratic rights.

As for the second argument against the union shop contained on page 2 of the company's brief, "A union shop has the power to dismiss a member and thus force his termination with the company, and such action is not subject to legal review". If it were a case of "tit for tat" involved perhaps this line of argument might if pushed to its logical conclusion involve the company in legal process each time that they discharged a worker. It seems clear that with a union shop that the union would not have the same fears that the company was discriminating against a union

worker if he were discharged for some justifiable reason where it in no way impaired the strength and responsibility of the union since it is in their interest to develop and maintain a responsible working force.

In respect the second matter in dispute the "no-strike clause" I submit that this must be reviewed in the light of a transition from a wartime to a peacetime economy. In the union's statement it is pointed out that the United Electrical Workers adopted and maintained a no-strike pledge throughout the war in support of our fighting forces and of the country as a whole. The company's refusal to negotiate on the question of strike action, is in effect denying labour their fundamental right to strike. It is equally clear that the company is using the no-strike provisions of P.C. 1003, to delay and frustrate the union in their efforts to negotiate a new contract. I submit that it is in the interest of the workers of Local 526 that a wartime condition accepted by the local in that period should be deleted and that the company and the union negotiate on this as on other questions as may be advanced by either party in the process of collective bargaining. It is not in the interest of the union to stop work in instances other than where it is impossible to negotiate a settlement on another basis. Legal machinery such as the P.C. 1003 should not afford protection to industry against a strike action taken to secure satisfactory working conditions and wages, when continued production is not in the common interest.

It is apparent that prices and wages are in the process of change. To secure the welfare of the workers of Local 526, it is a precondition that any settlement made at this time be subject to review in relation to the wage-price levels established in the industry generally. Since this level does not appear to be forthcoming in the immediate future the company's fears that they would be subject to continual renegotiations of wages is

ill-founded. Once the level is established it is not reasonable that a small local would attempt to raise the level of wages beyond that which has been attained by an industry-wide action. Since the majority report takes substantially the same position as the company's brief, there remains only the point raised by Mr. Mathews to discuss that if the no-strike clause is deleted and open-end wage clause included in the contract it is in effect invalid. I suggest that my eminent legal colleague is more familiar with contractual matters than to advance this argument seriously. It is only necessary to refer him to some elaborate cost-plus contracts which have been most flexible and profitable—with more than one point open for renegotiation in the light of changing conditions.

In conclusion I should like to draw the attention of the Minister to the record of workers of Georgetown, particularly those of Local 526. Many of them will not return to the factories from the fields where they died in the cause of freedom. Those who have returned and taken their place in Smith and Stone Limited, have supported the union and the war effort fully. The evidence is found in the majority vote of 86 per cent in favour of the union. I am aware that the workers of Georgetown are finding it increasingly difficult to establish and maintain a standard of living consistent with their contribution to the wealth and security of the community, and in such a level as to provide for the health and nutritional, educational and recreational, and housing needs of their families. In as much as successful collective bargaining is the basis for industrial democracy and common security, I submit that the three demands made by the union are just and reasonable and are basic to labour-management co-operation.

Respectfully submitted,

(Sgd.) WEIR REID.

Report of Board in Dispute between the Corporation of Penticton, B.C., and Local No. 1, Penticton Municipal Employees' Union

On July 6 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Corporation of Penticton, B.C., and Local No. 1, Penticton Municipal Employees' Union.

The Board was under the chairmanship of Mr. E. S. Farr, Victoria, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. H. W. McInnes, Penticton, and W. H. Sands, Kelowna, appointed on the nomination of the employer and employees respectively.

Report of Board

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

HONOURABLE SIR:—

The Conciliation Board appointed by you, as above noted, consisting of myself as Chairman, Mr. Harold W. McInnes representing the Employer, and Mr. W. H. Sands representing the Employees, has duly met in Penticton, and being unable to formulate a contract between the Employer and Employees

begs to submit herewith its report and recommendations.

The Board met on the morning of June 25 to decide upon procedure, and to discuss the broad issues involved. Arrangements were made for an open hearing to be held at the Three Gables Hotel, Penticton at two p.m.

The meeting convened at two p.m. with the following members present:—

The entire members of the Board of Conciliation,

J. S. Aikins, Counsel representing the Corporation of Penticton,
Alex Tough, Councillor of the Corporation,
Daniel O'Brien, Regional Director Canadian Congress of Labour as spokesman for the Employees.

The Bargaining representatives for the Employees were present as follows:—

A. S. Gough, President of the Union,
Miss M. Young, Secretary-Treasurer,
W. T. Mattock, Bargaining Representative,
W. C. Carter, Bargaining Representative.

The clarification of the issues involved were called for and it was noted that the previous contract had terminated on the 15th of February, and that the proposed contract, unacceptable to the Employers, is dated April 16. The only two issues involved were the maintenance of membership, and the check-off. Daniel O'Brien for the Union thereupon outlined the purpose, standing and powers of the local union and discussed at some length the issues in dispute.

Following Mr. O'Brien's presentation, Mr. J. S. Aikins, representing the Corporation of Penticton, questioned Mr. O'Brien on certain points, asking for further information. The hearing was adjourned until 1.30 p.m. Thursday in view of the absence of all members of the Municipal Council of Penticton from the City, except Mr. Tough.

On Wednesday morning and afternoon the Board met to study Mr. O'Brien's argument and to review the record of the previous meeting. Thursday morning the Board again met and learned that there was not a quorum of the Municipal Council in Penticton, but that following long-distance conversations the Municipal Council had decided to adhere to the original contract.

At 1.00 o'clock in the afternoon on Thursday the general hearing reconvened in the writing room at the Three Gables Hotel at which all representatives, previously noted, were present, with the addition of Mr. H. G. Andrew, Municipal Clerk in the place of Mr. Alex Tough, Councillor who was not present. Mr. J. S. Aikins presented argument for the Corporation at some length, following which Mr. O'Brien replied and rested his case for the Employees. The open meeting then adjourned and the Board subsequently met and it being apparent that no contract could be formulated between the parties, this Board now begs to submit its recommendations for a contract between the two parties.

It recommends, referring to the two points in issue, that the proposed contract be approved with the following qualifications:—

1. *Re*: Article 3. Add after the word "employees" in the second line of paragraph one "except clerical staff".

2. *Re*: Article 4, Check-off. After the word "of" in the fifth line add "One Dollar (\$1.00) for" and in the prescribed form in Section 2 Line 5 "One Dollar (\$1.00)" should be inserted. (This amendment restricts the Union from increasing the union dues during the life of this contract.)

We make a third recommendation providing for the withdrawal of any member of the Union as follows:—

3. Section 10 of the draft contract provides that either party to the contract may give the opposite party sixty days' notice in writing of his intention to cancel the contract or propose amendments thereto. Every employee shall at any time after such notice has been given by either Party to the Contract, and not less than thirty days before the expiration date of the contract, give notice to the Union of his intention to withdraw from the Union upon the expiration date of the contract, and upon the expiration of the contract the membership of the Employee in the Union shall cease.

All of which is respectfully submitted.

(Sgd.) E. S. FARR.

(Sgd.) W. H. SANDS.

(Sgd.) H. W. McINNES.

Report of Board in Dispute between Eaton-Wilcox, Limited, Windsor, Ont., and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America

On July 6 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Eaton-Wilcox, Limited, Windsor, Ont., and Local 195, Int. Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

The Board was under the chairmanship of His Honour Judge H. E. Fuller, Welland, Ont., appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. B. A. E. Clouse, Kingsville, Ont., and C. L. Dubin,

Toronto, nominees on the Board of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The undersigned, the members of the Board of Conciliation appointed by you in this matter, beg to report as follows:

Meetings of the Board were held at Toronto and at Windsor, all members of the board being present at each meeting. The Company was represented by Mr. G. C. Richards, Solicitor, and Mr. Pullen, Manager. The Union was represented by Mr. Drummond Wren, Mr. E. J. Parent, International Representative, and Mr. G. Quick, Mr. E. Valencourt and Mr. Thomas Pearce of the Local Committee.

The relationship between the Company and the Union in the past has apparently been quite satisfactory and all members of the Board appreciate the courteous and friendly attitude of the representatives of the parties in the meetings.

This Company normally employs 80 to 100 men. At the present time the number employed is 38. All employees, except one, are and have been for at least a year members of the Union and it is expected that the one exception—a new employee—will join the union in the near future. During the past few years the Company have employed up to a maximum of 200 men and since May of 1943 a substantial majority of the employees have been members of the union. An agreement was made between the Company and the Union in August of 1943. This agreement was renewed in August of 1944 for one year. In July of 1945 certain amendments to this agreement were submitted to the Company by the Union. The parties failed to agree on the amendments. Negotiations were carried on for some time and finally this Board was appointed.

A draft agreement—a copy of which is attached hereto—has been agreed to by the parties, except as to paragraphs 4, 5, 6, 14-A and D, and 41. In addition to this, the union desire to have the contract made with the International Union rather than Local 195.

During the sittings agreements were arrived at between the parties as follows:

1. *Re Paragraph 14-A.* The first three lines of paragraph 14 and clause (a) of paragraph 14 of the draft agreement shall be struck out and

there shall be substituted therefor the following:

14-A No grievance shall be considered which usurps management's function. Any employee having a grievance shall first submit the same to the foreman in writing, in triplicate and on forms to be supplied by the company, either direct or through the relevant committeeman. It shall be optional to the company to decline to consider any grievance the alleged circumstances of which originated or occurred more than five working days prior to its presentation. The foreman shall deal with the grievance and render his decision thereon in writing not later than the second working day next following the day upon which he receives the grievance.

2. *Re Paragraph 41.* The parties have agreed that paragraph 41 of the draft agreement shall be struck out and there shall be inserted, in lieu thereof, a paragraph covering employees who were serving in the Armed Forces—the exact wording of which the parties will agree to.

With regard to paragraph 14-D of the agreement, the union suggested, in place thereof, there should be procedure for the appointment of an umpire—whose decisions should be final and binding on both parties—and they suggested that there should be inserted in the agreement, in substitution for paragraph 14 (d), paragraph 7 (e) of the last agreement between the union and the company—except that the last sentence of such sub-section should be replaced with the following clause:

The decision of the umpire shall be final and binding on both parties.

During the discussions, it was obvious to the members of your Board that the parties were not far apart on this point. The Company stated that they had no objection to the proposal of the union so long as the matters which were to be referred to the umpire were not such as might interfere with or usurp management's function.

Your Board recommend that the agreement contain the clause as suggested by the Union and that there shall be added to the clause a paragraph, to be agreed on between the parties, setting out exactly what matters may be referred to such umpire for settlement. This paragraph should include differences concerning the interpretation or violation of the agreement, as provided for in paragraph 18(1) of the Wartime Labour Relations Regulations, P.C. 1003.

With regard to the proposal of the Union that the agreement be made with the International Union rather than Local 195, the Union gave as a reason for this that the Local

Union 195 functions under the authority of and subject to the rules and regulations of the International and that this is recognized in clause 15 of the draft agreement. The Company objected on the ground that the present and past agreement had been with Local 195; that Local 195 has its office and officers in Windsor; that when dealing with Local 195 the Company knew who it was dealing with; that the past relationship has been reasonably satisfactory and that the Company therefore, does not care to substitute International for the Local Union.

The Board is of the opinion that, under the circumstances present in this case, there should be some recognition in the contract of the International. Both parties indicated, at the hearings, that they would have no serious objection to the following, and the Board therefore recommend:

- (a) That there should be added, as a Party to the Agreement
INTERNATIONAL UNION UNITED AUTOMOBILE,
AIRCRAFT AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA,
hereinafter called "PARTIES OF THE THIRD
PART",—and
- (b) That there should be added to the agreement, as clause 49, the following:
"The Parties of the Third Part hereby consent to and approve of the terms of the within Agreement".

The only other matter in dispute between the parties were clauses 4, 5 and 6 of the draft agreement. These clauses deal with the question which is commonly known as "Union Security". The Union ask a closed shop with check-off. It argues that where, as in this case, there is, to all intents and purposes, 100 per cent of the employees members of the Union that it is usual to have such a union shop; that it is desirable to have it, having regard to the existing labour conditions in the Windsor district; that to a large extent it is, for all practical purposes, already established in this area and that, in any event, the Company should not object as there is practically a 100 per cent membership in the union by the employees now. On the other hand, the Company take the position that they are against the principle of the Union shop; that the Company has no right to dictate to its employees that they should belong to any particular union and that such choice should be left to the individual employee. The Company pointed out that, from its point-of-view, it was interested in industrial peace; that if there was going to be any agreement, of any kind, along this line it should be one which would settle all points on which there

might be a dispute. The Company pointed out that, recently, a letter had been received from the Union asking for a \$2.00 per day increase in wages and that there would be little satisfaction in the Company making some settlement of this matter if, immediately following, they were going to be faced with a strike, any way, over wages. The Board were unable, under the circumstances, to bring the parties together on this point and, unfortunately, the members of the Board were unable to come to any unanimous opinion as to the recommendations the Board should make on this point.

There is attached hereto a minority report by Mr. Clouse, containing his views.

In the opinion of the majority of the Board it is in the best interest of the parties hereto that they should enter into an agreement in which there is incorporated the formula laid down in the decision of Mr. Justice Rand in the Ford Motor dispute, which has been adopted by the Ford Corporation and the Union concerned. This formula was also recommended in the majority report of the Board of Conciliation in the dispute between the Union and the Chrysler Corporation of Canada, Limited.

The present Company is a comparatively small Company, located in the Windsor area, manufacturing parts for the motor industry. Under these circumstances it is the opinion of the majority of this Board that there should be, as far as practical, some uniformity in the relative position of the Union and the Companies concerned in the automotive industry in the Windsor area. The majority of the Board feel that if this were done it would be a step forward in the settlement of disputes of this nature in this area and that it would be desirable in the interests of the welfare of the community and of the public generally.

Respectfully submitted.

(Sgd.) HAROLD E. FULLER,
Chairman.

(Sgd.) CHARLES L. DUBIN,
Member.

(Sgd.) BRUCE A. E. CLOUSE,
Member.

Minority Report

THE HONOURABLE HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

First of all I wish to associate myself with the other members of the Board in appreciation of the courteous and friendly attitude of the representatives of the parties in the meeting at the hearings.

As set out in the majority report of this Board dated June 21, 1946, the Board was able to arrange agreement between the parties on all matters in dispute except on the question of so called "Union Security" and on this subject I cannot agree with the other members of the Board in their recommendation that the settlement by the Honourable Mr. Justice Rand in the Ford dispute be applied to this case.

I do not feel that workmen should be compelled by means of a compulsory check off to pay dues into a union which they may or may not wish to belong to and as pointed out by the majority report of the Board of Conciliation in connection with this local and the Chrysler Corporation "no doubt there are present legal weaknesses, particularly with reference to the mutual obligations imposed by the learned Judge which may require legislative consideration" and until I am

advised what these weaknesses are and until legislative consideration is given to the mutual obligations I do not care to be a party to a recommendation that this formula be recommended for this company.

I feel that workmen unwilling to pay dues voluntarily into a union should not be compelled to do so as a condition of employment, particularly when this local of this union takes an active part in and promotes and runs a political candidate.

At the hearings before this Board it was stated that all or nearly all of the present employees are members of the union and if this is so then there should be no difficulty by the union in collecting its union fees and the company should not be asked to act as a collection agent for the union.

All of which is respectfully submitted.

(Sgd.) BRUCE A. E. CLOUSE,
Member.

Report of Board in Dispute between Railway Association of Canada, Montreal, P.Q., and Division No. 4, Railway Employees' Department (AFL).

On July 6 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between the Railway Association of Canada, Montreal, and Div. No. 4, Railway Employees' Dept. (AFL).

The Board was under the chairmanship of the Hon. Mr. J. A. E. McPherson, Winnipeg, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. W. F. Macklaier, Montreal, and Senator A. W. Roebuck, Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

The above mentioned Union made an application on December 18, 1945, to have certain changes made in their existing agreement with the above Association. Mr. J. S. McCullagh was appointed as a Conciliation Officer to attempt to effect a settlement. He subsequently reported that he had been unsuccessful.

Those matters in dispute which related to rates of pay and hours of work were referred to the National War Labour Board. The Union included in their application a request to insert in the proposed new agreement a clause providing for a union shop.

A conciliation Board consisting of Senator A. W. Roebuck, K.C., Mr. William F.

Macklaier, K.C., and Chief Justice E. A. McPherson were appointed to consider the proposal.

The first meeting of the Board was held on April 29, 1946, and arrangements were made to hear the representatives of the parties on April 30, 1946. When the hearing opened the Railway Association was represented by Mr. E. R. Battley, Chief of Motive Power and Car Equipment, C.N.R., and Chairman, Wage Sub-Committee, Federated Trades, Railway Association of Canada; Mr. F. W. Edge, Director of Labour Relations, Canadian National Railways, and Mr. H. D. Brydone-Jack, Acting Manager, Department of Personnel, Canadian Pacific Railway, and representatives of the Union were Mr. H. Smith, President, Division No. 4, Railway Employees Department, A.F. of L.; Mr. T. Broad, Vice-President, Division No. 4, Railway Employees Department; Mr. J. Tomes, Secretary-Treasurer, District 30, International Brotherhood of Boilermakers; Mr. C. Sperano, General Chairman, International Brotherhood of Blacksmiths; Mr. K. Cockburn, General Chairman, International Brotherhood of Electrical Workers; Mr. W. H. C. Logan, President, District No. 2, International Association of Machinists; Mr. W. Ansell, General Chairman, United Association of Journeymen Plumbers and Steamfitters; Mr. A. Payne, General Chairman, Sheet Metal Workers International Association; Mr. S. Upton, Brotherhood of Railway Car Men.

Mr. Smith made the formal submission on behalf of the Union in which the employees

requested that Wage Agreement No. 6 between the Railway Association of Canada and Division No. 4, Railway Employees Department, A.F. and A.L. should be altered by inserting the following clause:

The best interests of the parties hereto are secured when by mutual co-operation and spirit of goodwill the terms of this Agreement are fully recognized and enforced, therefore the Railway Association of Canada, representing the various railroad companies—as outlined in this Agreement—agree that all employees affected by this Agreement shall become and remain members of the organization parties thereto and that all new employees shall within three months from the commencement of their employment with the various railroads become and remain members. In the case of suspension or expulsion of any member of the various employees organizations, the companies affected agreed to suspend or dismiss from the service such member upon satisfactory proof of such misconduct allegedly for which suspension or expulsion is made.

Mr. E. R. Battley filed a reply to the Union submission. After the formal written document had been filed an informal discussion took place during which various representatives of both parties spoke in reference to points which had been raised.

Before the meeting closed it was very definitely shown that neither of the parties wished the Board to recommend any alternative proposal but that it should confine itself solely to the question submitted to it, namely, "shall the Agreement referred to contain a clause allowing a union shop".

The contribution made by labour and industry during the war was one of which they both may be justly proud. They made concessions which they would have strenuously refused under normal conditions and by doing so achieved results in production and transportation which no one in prewar conditions would have thought possible.

The successful termination of the war does not mean that it is not necessary to continue to make every effort to maintain production in as great a volume as possible. The demand for peacetime goods is enormous. This is especially true in reference to building material and supplies. The transportation facilities of this country have an important work to perform in the delivery of raw materials and the distribution of the actual goods.

The relationship of all the Unions connected with the operation of the railways of Canada (of which the present applicant is an important part) and their employers during the past years under existing agreements shows that, though many disputes arose over details in connection with their employment, they were able to meet each other in a spirit of

co-operation and settle their difficulties without any serious injury to either of them or to the general public.

I fully realize the desirability or rather the necessity of maintaining if possible the present very satisfactory relations which have existed between them.

Before I deal with the questions before us there are certain basic conditions in Canada to which I wish to refer. Union shops are not prohibited. Collective bargaining is not only legal but is compulsory under certain conditions. The workers have the right to organize themselves into trade unions. The unions so formed have the right to adopt a constitution and pass by-laws setting forth the conditions under which members may be admitted, suspended or expelled and for the general purposes of the internal management of union.

The applicants are now asking this Board to recommend that the proposed union shop clause be inserted in their agreement with the Association. If the Association was agreeable to have it a part of the contract it would be legal to include it, and the whole matter would be disposed of. They however take the position that they will not accept such a clause.

I have studied the submission put forward by the applicants in support of their request. There are a great many statements in same with which I heartily agree but there are some which I cannot accept. I do not think that the refusal of the employers to accept the clause in any way indicates that they have any desire or intention of sabotaging the present conditions or bring about the chaos referred to on page 4 of the submission. Neither can I accept it as a fact that the establishment of a union shop would eliminate industrial strife in the way of strikes. On the other hand I think there is considerable force in the argument indirectly referred to in the quotation from Idele Wilson on page 8 of the submission.

I agree with the Union when they claim that if they had union shop they would not have to spend as much time as they do in maintaining the strength of their union and could devote that time to other purposes.

I have watched reports dealing with industrial disputes through the years and I cannot see any justification for actions which temporarily destroy and demoralize production based upon the questions of what organization shall be the authority to speak for the employees any more than I can justify the same being caused by strife among competitive industries. The union shop would simplify the question of membership in the Union but it would not be a protection

against members of a competitive union unless such membership was arbitrarily refused. At the present time non-union members may cause some difficulty but the personnel is at least known to the union, which would not be the case if competitive union members were hidden within the controlling union itself.

The fact that approximately 94 per cent of all the workers in the trades affected herein are members of the union is an indication of the extent to which the benefits belonging to same are acknowledged by the worker, and the voluntary association with same must lead to a more harmonious organization than would exist if the worker was made a member by compulsion. I do not think that the freedom referred to in the Atlantic Charter is retained by the individual any more by a rule which may force him to join a union than he would have if his rights to labour were allowed by an employer only if he refrained from joining a union. The whole trend of the law is that the individual shall not be coerced into one position before he is entitled to employment. The employer at the present time cannot use coercion to force a worker out of a union and I cannot see any reason why he should be compelled to join a union before being entitled to employment. The fundamental objection appears to me to be that the liberty of the individual is at stake.

I quite agree with the applicants that they have done a great work in obtaining justice for the worker and their labours in that behalf should be continued, but the success of that programme does not appear to me to depend upon the form of the organization but upon the good judgment, fairness and honesty in approaching debatable questions both on the part of the employer and employee.

At the present time the unions in Canada appear to be constructed on democratic lines and the maintenance of democratic conditions which exist have to be maintained and the greater interest the individual members take in their organization the better it will be for that organization; but on the other hand the management of unions can be dictatorial and I think the applicants will agree with me that in some cases on this continent dictatorship in union affairs does exist to the detriment of the union as a whole.

Where such a condition is possible my opinion is that it would be dangerous to take away the individual liberty of a citizen in respect to his right of employment under conditions agreeable to he and his employer.

It may not be necessary for me to refer to the argument submitted by the employers

except that I would like to point out that in the summing up of their submission on page 3 I have not considered the conditions under the War Labour Act in the United States as applicable to the conditions here except to the extent that it does indicate a ground of objection to union shops in that branch of industry but the reasons for same existing in the States are at least partially caused by local conditions. Their second ground has no application at all in Canada. In my opinion their third ground is sound and, as I have indicated, a union shop is not necessary to maintain membership nor is it the best way to obtain new members and the questions of attack are not eliminated by the mere formation of a union shop.

The parties hereto restricted their application to the one question in regard to a Union shop which I could not recommend. As a member of a Board of Conciliation I was of the opinion that if possible a common ground should be arrived at, and for that purpose I have explored various possible solutions to the problems.

Since the adjournment on May 10, I have endeavoured to arrive at some satisfactory settlement, as it was agreed that there would be no necessity for a further meeting of the Board.

I regret that I have not been able to make a suggestion which would be acceptable to both the parties, and any suggestion which would not be adopted unanimously would in my opinion be worthless. In view of this situation I cannot recommend that the Union Shop clause be inserted in the agreement.

My rather lengthy report on the matter may differ from other Boards, but I felt that the parties interested were entitled to know the line of reasoning followed by myself in arriving at that conclusion.

(Sgd.) E. A. McPHERSON,

Chairman.

Dated at Winnipeg, this 17th day of June, 1946.

Minority Report

To the Honourable The Minister of Labour,
Ottawa,
Canada.

SIR:

As a member of the Board of Conciliation appointed in this matter, I have the honour to report as follows after hearing the respective submissions of the Employers and the Employees, presented as well in writing as orally, and after due consideration of such submissions:

1. *The Parties:*

Division No. 4, Railway Employees' Department, of the American Federation of Labour represents about 94 per cent of the total number of approximately 35,000 workers, employed in the Locomotive and Car Departments of the railroads, who are responsible for the building, repairing and maintenance of engines, cars, rolling stock and all mechanical equipment—composed principally of skilled mechanics such as Pipefitters, Sheet Metal Workers, Moulders, Machinists, Carmen, Boilermakers, Blacksmiths, Electrical Workers and their Helpers and Apprentices. The employees represented in the issue before this Board comprise 20 per cent of the total railway employees in Canada.

The Railways represented by the Railway Association of Canada in the issue before the board are:

- Canadian National Railways,
- Canadian Pacific Railway,
- Dominion Atlantic Railway, Esquimalt and Nanaimo Railway, Kettle Valley Railway, Quebec Central Railway, (Subsidiaries of the Canadian Pacific Railway Company).
- Alberta & Great Waterways Railway, Edmonton, Dunvegan and British Columbia Railway. (Owned jointly by Canadian National and Canadian Pacific Railways and now known as Northern Alberta Railways).
- Temiskaming & Northern Ontario Railway. (Now Ontario Northlands Railway).
- Toronto, Hamilton & Buffalo Railway.

These railways represent 92.4 per cent of the railway mileage in Canada, the majority of the residue being made up of sections of United States railways operating through Canada, the employees of which come under the working agreements in force on their own systems in the United States.

2. *The Issue:*

The matter in issue is concise and specific: it is whether in the revision of a collective agreement between the Employers and Employees, which has subsisted since 1927 (known as Wage Agreement No. 6), there should be a clause providing for a Union Shop. The clause which the Employees' representatives seek to incorporate reads:

The best interests of the parties hereto are secured when by mutual co-operation and spirit of goodwill the terms of this agreement are fully recognized and enforced. Therefore, the Railway Association of Canada, representing the various railroad companies as outlined in this agreement, agrees that all employees affected by this agreement shall be-

come and remain members of their various organizations, parties to this agreement and all new employees shall—within three months from the commencement of employment with the various railroads—become and remain members. In the case of suspension or expulsion, of any member of the various employees' organizations, the companies affected agree to suspend or dismiss from the service such members upon satisfactory proof of such misconduct alleged for which suspension or expulsion is made.

The Employers' representatives have refused to agree to the inclusion in the Collective Agreement of this or any other clause establishing a "Union Shop" in the relevant departments of their railways.

The issue is therefore clearly and concisely whether the relevant departments of the railways are to be operated as a "Union Shop" or as an "Open Shop".

3. *Possibilities of Conciliation:*

The Conciliation Officer having been unable to effect an agreement between the parties, the present Board of Conciliation was constituted. It appears and in fact was stated categorically by the parties in issue at the hearing that they cannot agree on the matter in issue. Under the circumstances, there is no chance that any endeavour by this Board to effect an agreement between the parties can be successful.

There are no facts in issue so that there are no findings of fact for this Board to make.

It therefore follows that the only function for this Board to fulfil is reach its conclusions and make its recommendations to the Minister in respect of the matter in dispute.

4. *Conclusion and Recommendation:*

It is my conclusion that under all of the circumstances, the "Open Shop" policy heretofore prevailing between the parties in issue should not be disturbed and should consequently be continued and I therefore recommend that neither the "Union Shop" clause above quoted, nor any other clause of similar purpose, should be included in the Collective Agreement which is now before this Board for its consideration and recommendations.

As is more fully developed hereinbelow, both the railways and the Union have flourished and their mutual relationship has been a satisfactory one without a Union Shop agreement and I see no justification for forcing such an agreement on an unwilling employer under all the circumstances of the present case. In my view, the Unions do not need it to maintain their present position of prestige and importance and as the Railways do not want it, it would be inappropriate and against the best interests of the parties in issue and against the best interests of Canada under

the circumstances, to make any recommendation that would force the Railways to adopt the principle of the Union Shop.

5. Reasons:

1. This is a case in which a long-standing relationship between the Employers and the Employees has, from all appearances and from the evidence, been substantially harmonious under an agreement not providing for a Union Shop. It is therefore my view that in asking this Board to recommend that there be included in the new Agreement, against the will of the Employers, a provision for a Union Shop, the burden of proof is on the Employees to demonstrate the necessity or at least the expediency of the innovation; necessity or expediency not merely in the interests of the Union but in the mutual interests of the Union and the Railways.

The Railways assert that it would be against their interests to become a Union Shop as it would divest them of and vest in the Union the right to discipline the Railways' Employees by the ultimate sanction of dismissal. This is fully covered in paragraph 12 of the Railways' Brief and no satisfactory answer has in my view been given by the Employees to this contention.

I find it difficult to conclude that on a matter affecting some 35,000 Employees of so vital a part of Canada's economy as the Employers who comprise 92.4 per cent of the railway mileage in Canada, the latter should be urged by any recommendation of this Board to accept a principle which would deprive them of the right of ultimate discipline of their own Employees and virtually force them to abdicate in this respect in favour of a Union which by the nature of its organization and under its rules of procedure is its own court of last resort on any issue between itself and its members and thus, if the principle of the Union Shop were granted, the court of last resort on the issue of who should be dismissed or not dismissed from employment by the Employers.

2. The Union admits that it now embraces a membership of 94 per cent of the total potential number of Employees: evidently it is flourishing without the protection of the Union Shop clause and in so far as concerns its alleged fear of inroads from predatory rivals, the present percentage of its membership would seem to guarantee it in this respect. If without a Union Shop clause the Union has grown to its present strength, it would seem to add more to its stature and prestige that it should grow even greater still on its own merits and not by coercing non-members into

joining by facing them with the dilemma of joining the Union or losing their jobs.

3. Admittedly, the Union now before this Board has had a good record; admittedly, the statement on page 3 of the Union's Brief is true, namely:—

As workers in the railroad industry who carried on so successfully during the war, we are conscious of our contribution to the development of this industry that was a tremendous factor in assisting to bring about such a successful termination of hostilities, with victory to the Allied Forces, and as workers in the Motive Power and Car Departments in the Canadian railroad industry, we believe that our efforts are worthy of recognition.

The Union claims that its record of good behavior is virtually a guarantee that the monopoly it would obtain as the result of the Union Shop clause would not be abused to the detriment of the Railways.

The expediency or in expediency of a Union Shop clause cannot, however, be determined by the character of those who, for the time being, may happen to administer the affairs of any particular union; under democratic principles, control of any particular union is not perpetuated in the hands of any particular individuals; neither, for that matter, is there any assurance that the Union which today dominates a Union Shop will continue to dominate it in future. Once the principle of the Union Shop is admitted by any particular employer or group of employers, it is difficult to abolish the principle. The soundness in principle of the Union Shop can hardly be admitted in the case of one Union and denied in the case of another, its validity must be assessed independently of personalities and identities; it is either good or bad in principle; if bad in principle, it does not become good merely because of those in whose hands its control may be vested at any given time. I am therefore not convinced that the identity of the applicants is in itself sufficient warrant for the granting of their application.

4. Certainly in the case of the publicly-owned Canadian National Railways and its subsidiaries, the management of the Railway would be acting in conflict with the declared policy of the Canadian Government if they agreed to accept the principle of the Union Shop. The Canadian Government Statement of Policy quoted in paragraph 24 of the Employers' Brief is quite specific in this particular, where it reads:—

Broadly speaking, all citizens of Canada have equal rights in the matter of employment in Government undertakings. As Crown companies are owned by the public, their directors are expected to be careful to see that no provision is included which would create discrimination as between one employee and

another, or which would have the effect of excluding any citizen from employment therein because he did not belong to a particular union.

It would be truly an anomalous situation if a Canadian taxpayer whose work and conduct was satisfactory to his employer, the Canadian National Railways, had to be discharged merely because he exercised his freedom of personal choice and refused to join the applicant-Union, yet under the regime of the Union Shop this would be the case.

5. While it imposes no obligation on the employers and employees in our Canadian Railways to follow suit, it is not irrelevant that in spite of the trends in so many other employer-employee relationships in the United States, The Railway Labour Act in definite terms forbids the adoption of the Union Shop principle as regards carriers subject to that Act. One would assume that with the present strength of labour in the United States, if the adaption to the railways of the Union Shop principle was as necessary or expedient in the mutual interests of the railways and their employees as the present employee-applicants claim, pressure would have been exerted effectually and successfully to render this possible under circumstances in the United States paralleling the circumstances of the case now before this Board.

I have the honour to be sir,

Your obedient servant,

(Sgd.) Wm. F. MACKLAIR,

Ottawa, May 7, 1946.

Minority Report

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The purpose of a Board of Conciliation is to conciliate and from that point of view the proceedings of this Board has been disappointing. The Railway Unions had asked for a closed shop which the Employers had refused, and the Board met to hear the contending submissions of the parties, at the conclusion of which the spokesmen were asked by the Board whether they wished the Board to consider any alternative proposal or to confine itself to the one issue that had been argued. In other words, the men were asked whether they were willing to abandon the concession for which they had asked and argued for an undefined something else which they had neither considered nor discussed, and the Employers were put in an equally embarrassing position. They were asked to constitute the Board a prospecting expedition to search out concessions which they might make. It is obvious what the answers would be. As a matter of tactics neither side could abandon its position under such circumstances, and both said so.

The Board then met to consider its report, when it became manifest that the Chairman and the appointee of the Railways were opposed to the Union shop, and were prepared to so report.

The writer protested that such preemptory action would be provocative rather than conciliatory, and asked for further hearings. At his solicitation, an appointment was made when the Union Representatives might again appear, the purpose being to enable them to submit alternative proposals in the light of the pending adverse majority decision. President, H. Smith, and Vice-President, F. Broad, attended and in an informal gathering in the presence of representatives of the Railway, and all three members of the Board, met the Chairman's announced opposition to their demand with an alternative proposal which the management officials did not preemptorily reject. They argued the utter unfairness of extending to the man who refuses to join the Union every benefit which the Union with much effort has secured for its members. One of these benefits is the provision as to seniority, and they proposed as an alternative to the Union Shop that in event of lay-offs this provision do not apply to non-Union men. Such an arrangement would give to the Union man some advantage in return for his Union's activities over the man who is not a party to the collective agreements in force and who pays no Union dues.

It looked as though progress was being made towards continued amicable relations, and after a lengthy discussion an adjournment was taken until early in June when the Board would meet again. In the meantime the parties were to continue the discussions among themselves with a view to settling upon an acceptable compromise.

On the 5th of June, I wired the Chairman as follows:

Smith cannot attend Conciliation meeting until fourteenth. Wire if convenient or otherwise.

This wire is explained by the fact that the 10th of June, had been mentioned as the suggested date for the re-assembling of the Board.

To this wire the Chairman replied as follows:

Do not see necessity for any further meeting. I have hopes of submitting a proposal which would be unanimous. Would suggest that question of any further conference be postponed indefinitely pending my further submission to you.

My next communication from the Chairman was his letter of the 17th of June, notifying me that he had filed his report with the Minister, and expressing regret that—

We could not agree on a common ground, but any proposal I was prepared to make

had to be unanimous before it could be of any value and as I could not arrive at that result I have filed my recommendations in approximately its original form.

Who the parties were who could not agree upon a common ground, I do not know, and President Smith, of the Employees says he does not know; he was not consulted.

In the concluding paragraphs of his Report the Chairman says:

Since the adjournment on May 10th, I have endeavoured to arrive at some satisfactory settlement, as it was agreed that there would be no necessity for a further meeting of the Board.

I made no such agreement, as the above quoted exchange of telegrams makes clear. The Chairman says that he has "explored various possible solutions to the problems," which is not quite consistent with his assertion that—

The parties hereto restricted their application to one question in regard to a Union Shop.

With the Chairman's exploration of possible solutions I am unfamiliar and I disassociate myself with their failure. It has not been by negotiations so conducted that the parties have in the past—

Been able to meet each other in a spirit of co-operation and settle their difficulties without any serious injury to either of them or to the general public.

The Chairman bases his decision against the Union's request for a Union Shop on the "fundamental objection" that the "liberty of the individual is at stake."

Liberty to do what? To take the fruits of other men's labour. To reap where one has not sown. To absorb a benefit for which others have paid? Does the liberty of the individual require that of two men working at the same bench one may refuse to co-operate in a common endeavour and to pay anything towards the achievement of a common goal, and yet must be permitted to share in every benefit which the other workman may secure by enterprise, courage, effort and outlay. That is not liberty; it is not even common decency, and yet that is the effect of a decision which refuses to require all workmen to belong to the Union or the compromise demand that he who does neither work or pay shall not enjoy as completely as he who does.

The substance of the Employees' first and formal demand was set forth by the Employees' in a draft clause, which it was suggested be added to Rule 157, of Wage Agreement No. 6, now currently in force as between the parties. The clause provided in substance that all Employees affected by Wage Agreement No. 6, "Shall become and

remain members of the Organizations parties thereto and that all new Employees shall within three months from the commencement of their employment with the various railroads become and remain Members."

That is to say, the Employees are asking for what is known as a "Union Shop" provision under which all men employed in the classes of labour affected by the collective agreement mentioned must be or become members of the appropriate Union.

It is further provided in the draft clause that "in case of suspension or expulsion of any member of the various Employees' Organizations, the Companies affected agree to suspend or dismiss from the service such members upon satisfactory proof of such misconduct alleged for which suspension or expulsion is made."

The Employees gave evidence that approximately 94 per cent of the men eligible are members of the constituent Unions, which leave about 6 per cent of the staff outside the Unions, but enjoying the benefits of the Union's activities. This means that the Union members pay from Twelve to Twenty-one Dollars per year in order to secure benefits which are extended equally to the non-Union minority free. This is manifestly unfair, and the Employees argue that the outsiders should be required to join their fellow workers in the Union and help pay for the advantages which they all enjoy.

A still more compelling argument in favour of the Union demand is the Employees' plea for what they term Union Security. They point out to the Employers that the Railroads have been practically free of "labour trouble" throughout the entire war, and for many years previously. Not a wheel has ceased to turn as a result of Union action for a great many years. Railroads are public utilities and the nation has enjoyed an uninterrupted service, while the Company and the Employees have patiently worked out their difference without the losses to themselves or the public consequent upon industrial warfare. This excellent record has been due to the sense of responsibility of the Union members and their elected representatives, and to the wise reasonableness of the Railroad management.

The Union spokesmen contend that such a record should count for something and that the Railroads should be prepared to deal with the Union only. After all these years of service by the Union to the Employees and to the industry, the individual who will not join the Union should not work for the Railroad. At the present time the non-Union employee is entitled to take his grievance to the highest authority, side-tracking the Union and its grievance committees, which gives rise

to all sorts of irregular and disturbing conditions.

The Union is held accountable for the mass actions of the Employees, and yet the Company by its insistence on dealing with those not within the Union ranks is facilitating a disorderly condition.

Not only so, but such a condition invites action by irresponsible groups. It is impossible to maintain the discipline which is expected of the Union when individuals or groups may defy the majority and walk out on the Union without loss of advantage or of position.

It is pointed out that difficult times are ahead. Staffs are now being reduced. The full employment of the war years is not likely to continue and the community is in a disturbed state of mind. Should an upheaval take place among the workers, the Employers would have no one to blame but themselves.

"If there is trouble ahead", said a spokesman for the Union, "let it take place in the Union Committee Room rather than upon the job."

In answer to this, the Railway Association declares that it is the right of management to select its own employees and objects to "arbitrary power" being placed in the hands of Union officials. I can appreciate the desire of Management to run the employment show to suit itself, and undoubtedly the Union Shop arrangement would place additional authority in the hands of the Union officials, but I would not call it "arbitrary power." The officials of these Railway Unions are all elected for short terms, and the Constitutions of these Unions are most democratic. Important decisions are made by the Membership, and as in the Nation at large minorities are expected to accept the decisions of the majority, retaining the right of free speech and advocacy.

It is suggested that were the present Railway Unions given a Union Shop, other less responsible organizations might demand the same concession. Were this the first time such a thing had been demanded there might be some force in the argument, but many thousands of workers in Canada have already achieved such conditions, notably in the building industry, the pulp and paper industry, the printing industry, many branches of the metal trades industry and in all the shipyards on the Pacific coast.

To my own knowledge there was time when the Employees of the needle trades in Toronto fought street battles every Spring as an accompaniment to their annual wage negotiations. This condition ceased with the passing of the Industrial Standards Act, and out of the negotiations which it facilitated came the Union Shop in most of these allied trades.

The employee is required to be a member of the Union, and in return the Union performs important services for the industry, such as the finding and distribution of labour, settling prices, regulating conditions and adjusting grievances.

Where the Union Shop is in effect, the trouble maker is much less in evidence, emotional groupings are suppressed and wild-cat strikes are largely unknown.

It is therefore unnecessary to worry about the effect elsewhere of the adoption of the Union Shop by the Railroad workers, and moreover, this Conciliation Board is not informed of conditions elsewhere. It should decide the issues before it on the merits.

These Unions are now the Bargaining Agents by law within their trades and employment for all employed, union members or otherwise.

Their officials represent 94 per cent of these employed and they have served all employed. In my judgment, they are entitled to the Membership of all employed. The argument that it would give the Union additional power is unsound. They have a good deal of power now, and the years have shown that they do not abuse it. Men in responsible positions require authority if they are to give service.

It is the abuse of power that is to be avoided, and these Union officers are men of long experience, democratically elected, who can be trusted. They have well earned such confidence.

In my judgment, the Union's request for a Union Shop is reasonable and should be conceded by the Employer. It is only just that those who enjoy the benefits of joint action should join in and co-operate with their fellows, and pay their share of the cost. The Unions in question are well lead and democratically controlled, with a splendid record, and should be assisted by the Employer, not hampered, in their operations or opposed in matters of membership and undermined. In the public interests this question should be settled so that the railroad may continue to operate as harmoniously in the future as they have done in the past. The public has a vital interest in this dispute.

If the exact terms of the first demand are for some good reason objectionable to the Employer, then negotiations should continue until the appropriate solution is found. Problems have been met in the past and solved by good-will intelligently applied, and the fact that this particular Conciliation Board has been a failure is no good reason why negotiations should not continue.

Dated at Ottawa, this 3rd day of July, 1946.

(Sgd.) A. W. ROEBUCK,
The Senate,
Ottawa.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

Officers of the Industrial Relations Branch dealt with 29 industrial disputes during the month of July, involving 95,507 workpeople employed in 597 separate establishments.* Of these, 20 were new disputes which originated during the month and 9 were situations which had been untermiated as of June 30, and received further attention in July. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton, N.B. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North western Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Industries:

<i>Logging and Lumbering</i>	1
<i>Mining and Smelting, etc.</i>	
Coal Mining	3
Metal Mining	1
<i>Manufacturing</i>	
Animal Foods	1
Metal Products	9
Textiles, Clothing Products, etc. ...	2
Printing and Publishing	1
Shipbuilding	1
Non-Metallic Minerals, Chemicals, etc.	4
Rubber Products	2
<i>Transportation</i>	
Water	1
Local and Highway	1
<i>Trade</i>	1
<i>Service</i>	
Business and Personal	1

*The large number of establishments involved is due chiefly to the logging and lumbering dispute in British Columbia which affected some 416 employers.

Nature of Dispute or Situation:

Strike or Lockout	12
Threatened strike	5
Controversy	3
Arbitration	1
Requests for services of Commissioners	8

Predominant Cause or Object:

Increase in wages	2
Decrease in wages	1
Increased wages and reduced hours ..	6
Increase in wages and other changes .	7
Increase in wages and union recognition	1
Other causes affecting wages and working conditions	2
Discharge of workers for Union membership or activity	8
Union jurisdiction	1
Other union questions	1
Unclassified	1

Disposition:

Strikes terminated by mediation or other departmental action	1
Threatened strike averted by mediation, etc.	1
Controversy terminated by mediation, etc.	2
I.D.I. Commission appointed under Section 5, P.C. 4020	5
I.D.I. Commission appointed under Section 8 of P.C. 4020	12
Dispute called off; no further action required	1
Referred to Provincial authorities ...	1
Other disposition	2
Disposition pending	4

Method of Settlement:

Conciliation or mediation	8
Investigation only	3
Settlement pending	18

Brief summaries of some of the cases of chief interest follow:—

Chemical Products Workers, Amherstburg, Ont.—On July 22, a request was received from the Minister of Labour for Ontario for the appointment, under the provisions of Order in Council P.C. 4020, of an Industrial Disputes Inquiry Commission to investigate a dispute between Brunner, Mond Canada, Limited, Amherstburg, Ont., and its employees represented by Local 89, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. The Company's employees had gone on strike on July

12, 1946, in an attempt to secure mutual agreement upon the Union's demands with regard to wages, hours of work and other matters. On July 24, the federal Minister of Labour appointed Police Magistrate J. A. Hanrahan of Windsor, Ont., as a Commissioner to deal with the dispute. His appointment was made pursuant to Section 8 of the Order in Council which enables the Minister of Labour to cause an investigation to be made into any situation which, in his opinion, may interfere with the effective transition to a peacetime economy in Canada. In this connection representations had been made to the Department of Labour that the interruption in the Company's production of soda ash was having such a serious effect upon the manufacture of glass containers that there was reason to fear that canning companies would be unable to process more than a small part of the season's crops of tomatoes, fruit and other foodstuffs. At the end of the month the report of the Commissioner had not been received.

Electrical Appliance Workers, Hamilton, Ont.—The Minister of Labour for Ontario on July 22 made representations to the federal Minister of Labour, to the effect that a strike by some 4,000 employees of the Canadian Westinghouse Company, Ltd., Hamilton, Ont., which had commenced on July 5, 1946, was having an adverse effect upon a large number of industries depending upon the Company's products. It was stated that many of these related industries would be compelled to close down in the immediate future unless production was resumed at the Westinghouse plant, and the appointment of an Industrial Disputes Inquiry Commissioner under Order in Council P.C. 4020 was requested. In compliance with this request the Minister of Labour for Ontario appointed His Honour Judge J. C. Reynolds, of Kingston, Ont., to inquire into the dispute and endeavour to secure a settlement. The employees affected were members of Local 504, United Electrical Radio and Machine Workers of America. The Commissioner's report had not been received at the end of the period under review.

Chemical Products Workers, Windsor, Ont.—The seriousness of a continuing strike by employees of the Windsor Works of Canadian Industries Limited, Windsor, Ontario, gave rise to the appointment on July 18th of His Honour Judge A. Cochrane, of Brampton, Ont., as an Industrial Disputes Inquiry Commissioner under Section 8 of Order in Council P.C. 4020. The employees, numbering some 530, members of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195, had gone on strike on June 27, 1946, as a

result of a dispute with the company over demands concerning wage rates, hours of work, vacations with pay and job evaluation.

The appointment of the Commissioner was made following consultations with the Minister of Labour for Ontario, and in the light of representations from various sources that the salt products of the Company were urgently needed by food processing and preserving plants, while its chlorine products were in vital demand by water purification plants throughout Canada. It was reported that the chief demands of the Union were for an increase of 25c. per hour in wages and a forty-hour week, and that the Company had offered wage increases for various classifications ranging from 7c. to 14c. per hour. At the end of July the report of the Commissioner had not been received.

Brass Factory Workers, New Toronto, Ont.—On July 22nd, on the recommendation of the Minister of Labour of Ontario, the Minister of Labour appointed Mr. L. W. Brockington, K.C., C.M.G., of Ottawa, an Industrial Disputes Inquiry Commissioner under the provisions of Section 8 of Order in Council P.C. 4020, as amended, to investigate a dispute between Anaconda American Brass Limited, New Toronto, and its employees, members of Local 811, International Union of Mine, Mill and Smelter Workers (C.I.O.-C.C.L.). The employees, approximately 1,000 in number, had been on strike since May 18 as a result of the breakdown of negotiations with respect to wage rates, hours of labour, union security, seniority rules, and other matters usually covered in a collective agreement. The Commissioner had not completed proceedings at the end of the month.

Rubber Factory Workers, Ontario.—Strikes at ten rubber manufacturing plants in Ontario, which commenced on June 24, were un-terminated at the end of July, the employees concerned having rejected the recommendations made by an Industrial Disputes Inquiry Commissioner, His Honour Judge J. C. A. Cameron, of Belleville, as a basis for settlement of the matters in dispute (L.G., July, 1946, p. 921). The plants closed by strike action were as follows: Dominion Rubber Company, Limited (three plants at Kitchener); Goodyear Tire and Rubber Company of Canada, Limited (plants at New Toronto and Bowmanville); Firestone Tire and Rubber Company of Canada, Limited, Hamilton; B. F. Goodrich Rubber Company of Canada, Limited, Kitchener; Gutta Percha and Rubber, Limited, Toronto; Seiberling Rubber Company of Canada, Limited, Toronto; and Barringham Rubber Company, Limited, Oakville. More

than 10,000 workers were directly affected. Employees of the Kaufman Rubber Company, Limited, Kitchener, also rejected the Commissioner's recommendations, but elected to remain at work. About the middle of July the Department was notified of the settlement of matters in dispute between the Viceroy Manufacturing Company, Limited, Toronto, and its employees (who had not taken strike action), following negotiations on the basis recommended by the Commissioner. Employees of all the aforementioned companies are represented by various local unions of the United Rubber, Cork, Linoleum and Plastic Workers of America (C.I.O.-C.C.L.).

Metal Miners, British Columbia.—Reference was made in the July issue of the *LABOUR GAZETTE* to the appointment of the Honourable Mr. Justice Gordon McG. Sloan, Chief Justice of British Columbia, as an Industrial Disputes Inquiry Commissioner under the provisions of Section 8 of Order in Council P.C. 4020, as amended, to deal with matters in dispute between twelve British Columbia metalliferous mining companies and their employees, members of various local unions of the International Union of Mine, Mill and Smelter Workers (C.I.O.-C.C.L.). On July 13, the Commissioner reported to the Minister of Labour that he had made no progress towards a settlement, because of the employees' desire and the employers' refusal to bargain on an industry-wide, or province-wide, basis. The Commissioner having advised that he would not have time to confer with each company and its employees individually, Mr. G. R. Currie, Industrial Relations Officer stationed at Vancouver, was instructed to assist the Commissioner with a view to bringing about settlements of matters in dispute between the various companies and their respective employees. Strikes at the twelve mines, which had commenced on July 3, were unteminated at the end of the month. About 2,500 workers were affected.

Foundry Workers, British Columbia.—On July 22, on the recommendation of the Minister of Labour of British Columbia, the Minister of Labour appointed Mr. David Whiteside, K.C., of New Westminster, an Industrial Disputes Inquiry Commissioner under the provisions of Section 8 of Order in Council P.C. 4020, as amended, to deal with matters in dispute affecting twenty-nine foundries in Vancouver area and their employees, numbering approximately 800, some of whom are members of Local 281, International Moulders and Foundry Workers' Union of North America (A.F.L.-T.L.C.C.) and some of whom are members of Local 289, Inter-

national Union of Mine, Mill and Smelter Workers (C.I.O.-C.C.L.). A strike had been called at certain foundries on May 17 by Local 289, International Union of Mine, Mill and Smelter Workers, following the breakdown of negotiations in regard to wage rates, hours of labour and union security, and subsequently production was stopped at other foundries when members of Local 289 of the International Union of Mine, Mill and Smelter Workers began picketing those establishments where Local 281, International Moulders and Foundry Workers' Union of North America, is bargaining representative for the employees. At the end of the month the strike was unteminated and the Commissioner had not completed his investigation.

Rubber Workers, Acton Vale, P.Q.—Late in June, the Chief Executive Officer of the Quebec Wartime Relations Board requested the federal Department of Labour to appoint an Industrial Disputes Inquiry Commission under the provisions of Section 5 of Order in Council P.C. 4020 to investigate charges that Acton Rubber Limited, Acton Vale, P.Q., had dismissed or discriminated against two of its employees for the reason that they were members of or working on behalf of a local union of the Trades and Labour Congress of Canada. A preliminary investigation into the charges had been made earlier by an officer of the provincial Department of Labour. On July 5, the Minister of Labour appointed Mr. Lawrence Hart, K.C., of Montreal, as a Commissioner to conduct an investigation. The report of the Commissioner indicated that, following several conferences with the parties, the charges of discrimination were withdrawn by the union's representatives.

Garment Workers, Toronto, Ont.—On July 3, the federal Minister of Labour received a request from the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commission under the provisions of Section 5 of Order in Council P.C. 4020 to investigate allegations that Buchan Sinclair Limited, of Toronto, had dismissed 10 of its employees because of union membership and activity. The charges were laid by the International Ladies' Garment Workers' Union. In compliance with this request the Minister of Labour on July 12 appointed His Honour Judge J. Ambrose Shea, of Toronto, to deal with the dispute. Upon the request of the Union, it was mutually agreed between the parties that the Commissioner's inquiry should be postponed until September.

Plastics Workers, Toronto, Ont.—Following a preliminary investigation by an Industrial Relations Officer, the Minister of Labour for

Ontario made a request to the Minister of Labour of Canada during the earlier part of July for the appointment of an Industrial Disputes Inquiry Commission to investigate a complaint of the International Chemical Workers' Union that one of its members had been dismissed by the Reliable Toy Company, of Toronto, because of union activity. His Honour Judge J. Ambrose Shea, of Toronto, was appointed a Commissioner on July 12 to investigate the situation. A hearing of the case was postponed until September because of the absence of one of the principal witnesses.

Aircraft Workers, Hamilton, Ont.—Allegations that the Cub Aircraft Corporation Limited, of Hamilton, Ontario, had dismissed or discriminated against 21 of its employees because of union activity were brought to the attention of the Department of Labour during July by the provincial Minister of Labour, who requested that an Industrial Disputes Inquiry Commission be appointed to inquire into the circumstances. On July 9, His Honour Judge D. J. Cowan, of Brantford, Ontario, was appointed Commissioner under the terms of Section 5 of Order in Council P.C. 4020 to investigate the charges, which had been made by the International Association of Machinists. Following a joint meeting between representatives of the parties, the Commissioner reported that, under the circumstances disclosed at the conference, the Union decided not to call any evidence. The parties were notified accordingly that the case was considered to be closed.

Retail Coal Distributors, Ottawa, Ont.—In mid-July the Ontario Department of Labour brought to the attention of the federal Department of Labour a complaint made by a representative of the United Distribution Workers' Union, Local No. 438, to the effect that one of its members had been dismissed because of union activity by John Heney and Son Company, Limited, of Ottawa. Preliminary investigation of the circumstances was made by an Industrial Relations Officer of the federal Department, who reported back to the provincial authorities that the appointment of an Industrial Disputes Inquiry Commission under Order in Council P.C. 4020 was warranted. The Ontario Minister of Labour then made a formal recommendation for the appointment of a Commissioner, and on July 31, the federal Minister of Labour appointed His Honour Judge J. P. Madden, of Ottawa, to conduct an investigation into the union's allegation.

Textile Workers, Carleton Place, Ont.—In the June issue (page 774) reference was made to the appointment of Mr. L. W. Brockington, K.C., C.M.G., on May 27, 1946, as Industrial

Disputes Inquiry Commissioner under Section 8 of P.C. 4020 to investigate a dispute between Renfrew Woollen Mills, Limited, Carleton Place, Ont., and its employees represented by Local 103, United Textile Workers of America. Employees of the Company had been on strike since April 2 in support of their demands for wage increases, a 40-hour work-week, two weeks' holidays with pay and other concessions.

The Commissioner was successful in having the employees return to work on June 11, it being provided in the terms of the strike settlement that an employees' representation vote would be taken under the supervision of the Federal Department of Labour to determine whether or not the employees wished to be represented by Local 103, United Textile Workers of America, and that, if so, representatives of the Company and the Union would meet for the purpose of negotiating a new agreement. Failing agreement between the parties after fourteen days, the Commissioner could be recalled to assist in the settlement of the matters remaining at issue between them. It was also agreed that a "no strike" clause would be inserted in any agreement reached. The representation vote agreed to was conducted on June 14 and resulted as follows: number of eligible voters, 152; number of votes cast, 131; number voting in favour of being represented through Local 103, United Textile Workers of America, 86; number of negative votes, 44; spoiled ballots, 1.

On July 6, in accordance with the provisions of the strike settlement the Commissioner's assistance was requested in the settlement of the matters remaining in dispute between the parties. On July 22, the Commissioner reported to the Minister of Labour that he had succeeded in bringing the parties into agreement. With respect to wages, the proposals put forward by the Company were accepted with minor adjustments, increases in some classifications amounting to 10 per cent. It was also provided that the agreement would contain a voluntary revocable check-off; that Dominion Day, Labour Day, Christmas Day and New Year's Day would be recognized as statutory holidays and that vacations with pay would conform with the requirements of the Ontario Vacations with Pay Act.

Merchant Seamen, Great Lakes and St. Lawrence River—The June and July issues of the LABOUR GAZETTE (pp. 776, 916) carried summaries of the chief developments in the dispute over working hours and other matters between the Canadian Seamen's Union and various shipping companies operating vessels on the Great Lakes and St. Lawrence Waterways. During July numerous conferences with the parties to

the dispute were held by the Industrial Disputes Inquiry Commissioner, Hon. Mr. Justice S. E. Richards, while active control of the operations of some 29 companies continued to be exercised by Capt. E. S. Brand, the Government-appointed Controller. On July 6 Capt. J. E. Matheson, Regional Director of the Merchant Seamen's Manning Pool, Department of Transport, Montreal, was appointed as a Deputy Controller by the Minister of Labour to assist the Controller with regard to personnel matters and the movement of vessels at the Port of Montreal. On July 17, the Minister of Labour, under the provisions of Order in Council P.C. 2556, also appointed Mr. H. L. Rowntree, Barrister, of Toronto, as a Deputy Controller to assist Captain Brand at that point.

The report of the Commissioner had not been received at the end of July.

Steel Workers, Ontario and Nova Scotia.—It was reported in the July issue of the *LABOUR GAZETTE* (p. 915) that negotiations between The Steel Company of Canada, Ltd., Hamilton, Ont., Algoma Steel Corporation, Ltd., Sault Ste. Marie, Ont., and the Dominion Steel and Coal Corporation, Ltd., Sydney, N.S., and their employees as represented by the United Steelworkers of America had culminated in strike action on July 13-15. The strike was called immediately after the Government announced that it was appointing the former wartime Steel Controller, Mr. F. B. Kilbourn, of Montreal, as Controller of the primary steel operations of the three companies, and requiring the employees to continue to perform the duties of their employment.

On July 16, it was ordered by the House of Commons that its Standing Committee on Industrial Relations be directed and empowered to investigate immediately all issues connected with the present industrial unrest in Canada. The Committee made the steel strike its first order of business and on July 18, commenced hearing witnesses. The proceedings before the Standing Committee on Industrial Relations will be reported subsequently in the *LABOUR GAZETTE*.

Farm Implement Workers, Toronto and Brantford, Ont.—During July the Minister of Labour for Ontario reported to the federal Minister that a strike of employees of the Massey-Harris Co., Ltd., was considered to be imminent as the result of the breakdown of negotiations for the renewal of a collective agreement between the company and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. The provincial Minister recom-

mended that an Industrial Disputes Inquiry Commission be appointed to investigate the situation under the provisions of Section 8 of Order in Council P.C. 4020 because of the serious effects which would result in Canada and other countries from any curtailment in the production of farm implements.

On July 5, the Minister of Labour for Canada appointed Mr. Leonard W. Brockington, K.C., of Ottawa, to investigate the situation as it affected one plant of the Company in Toronto and two plants in Brantford, Ont. On July 13, the Commissioner reported the terms of a settlement which was accepted by the company and, following presentation to the members, by the joint committee of the union representing both the Toronto and Brantford workers. It was agreed that there would be a general wage increase of 10 cents per hour payable as and from July 1, 1946 (replacing a previous company offer of 10 cents per hour, payable as to 7½ cents on present acceptance, and as to 2½ cents on September 1). The company would withdraw all penalty clauses previously proposed, and there would be substituted therefor such amended or alternative proposals as might be agreed upon after negotiations between the parties. Notwithstanding the general wage increase, the parties agreed to enter into negotiations for an adjustment of general wages based upon all ascertainable and applicable facts, if and when during the currency of the Agreement there should be an advance of four points, or any multiple thereof, above the Cost of Living Index for September 1, 1946. If the parties were unable to agree on such wage adjustments after 30 days' negotiation, application might be made to the War Labour Board competent to deal therewith. The company would also put into effect during 1946 two weeks' holiday with pay for all employees with five years' service, instead of postponing same until 1947.

It was understood that prior to the appointment of the Commissioner, the parties had agreed upon a reduction of the work week from 48 to 45 hours, with payment of time and one-half rates for hours worked in excess of 45 per week.

Newspaper Compositors, Vancouver, B.C.—The June issue of the *LABOUR GAZETTE* contained on account (page 778) of developments in a strike affecting composing-room employees of various newspapers owned by the Southam Company, Ltd., and of the Winnipeg Free Press Co., Ltd., and also reproduced Reasons for Judgment of the Wartime Labour Relations Board (National) (page 756) denying an application for intervention made by the International Typographical Union with a

view to the completion of a collective agreement between the Southam Company, Ltd., and the union, covering groups of employees in each of several newspaper plants operated by the Company in five cities. One of the establishments involved in each of the foregoing cases was the Vancouver Province Division of the Southam Company.

On July 3, the Minister of Labour for British Columbia made a recommendation to the federal Department of Labour that a Conciliation Board be appointed under the provisions of Order in Council P.C. 1003 to investigate the situation affecting the Vancouver *Daily Province* and Local 226 of the International Typographical Union. The federal authorities took the position that a Conciliation Board should not be established under P.C. 1003 while a strike was in existence in contravention of the Regulations, and, following further consultation with the provincial Minister, the Minister of Labour for Canada on July 4, appointed an Industrial Disputes Inquiry Commission pursuant to the provisions of Section 8 of Order in Council P.C. 4020, as amended. The members of the Commission were Brig. Sherwood Lett, Chairman, Mr. C. B. Delbridge, member representing the employer, and Mr. R. K. Gervin, member representing the employees.

The Commission held thirteen meetings, some being in the nature of public hearings and others being conferences in private with

the representatives of the parties, either together or alone. Its findings, as contained in a report to the Minister of Labour on July 19, were that no labour dispute in the ordinary sense existed between the union and the publisher of the Vancouver Province Division of the Southam Company. The work stoppage at Vancouver was not of local origin, and the real issue was that the International Typographical Union wished the Southam Co. Ltd., as a Company, to undertake that all its local publishers should enter into agreements containing a clause whereby such publishers would be bound to respect and observe the "laws" of the I.T.U., leaving for negotiation between the local unions and the local publishers such matters as hours of work, work conditions and the like. The Commission reported that the persons capable of settling the issue were the principal officials of the I.T.U. and the Southam Co. Ltd., and recommended that the Minister of Labour endeavour to bring those officials together for the purpose of resuming their discussions with a view to reconciling their respective policies.

Later the Minister of Labour announced that the Hon. Mr. Justice S. E. Richards of Winnipeg, had agreed to act informally as a conciliator, and would try to arrange joint conferences between the heads of the company and the union.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not possible, because of limitation of space, to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining, Non-Ferrous Smelting and Quarrying

KIMBERLEY AND CHAPMAN CAMP, B.C.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA, LTD. AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 651.

Agreement to be in effect from June 1, 1946, to May 31, 1947, and thereafter subject to 2 months' notice. The company recognizes the union as the exclusive representative for all eligible employees. No discrimination against employees because of union activity. Negotiations on "union security" to be re-opened after six months from the date of the agreement.

Hours of work: 40 to 48 per week. The company agrees to endeavour to rearrange work in such a way that within 12 months the regular working week of every employee will be either 40 or 42 hours per week or the equivalent thereof. Overtime: time and one-half for work in excess of 8 hours in any one day and, subject to the approval of the National War Labour Board, for work on regularly assigned seventh day off duty and on certain statutory holidays. Vacation: one week with pay for employees with one year's service with the company, two weeks with pay for those with 5 or more years' service, while those with two months but less than one year one half day with pay for each month of service.

Basic hourly wage rates: labourers 77 cents, helpers 80 cents, operators 83 to 89 cents, chief operators and repairmen 92 to 98 cents, timbermen and miners (drift or stope) 95 cents; miners (raise or shaft), painters, and steam engineers—third class 98 cents; chief flotation operators and journeymen tradesmen \$1.01, toolmakers \$1.04, steam engineers (second class) \$1.07, and barmen \$1.10. The company also agrees to pay to each employee an "interim adjustment" not to exceed 40 cents per hour, all of which is subject to the approval of the

National War Labour Board. For hours worked on the afternoon shift a premium rate of 3 cents per hour will be paid and for the night shift 5 cents per hour extra.

Provision is made for a Labour-Management Production Committee, seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

BRANTFORD, ONT.—HARDING CARPETS LIMITED AND UNITED TEXTILE WORKERS OF AMERICA, LOCAL 109.

Agreement to be in effect from June 10, 1946, to January 31, 1947, or 1948, if 60 days' notice not given. The company recognizes the union as the sole and exclusive bargaining agency for all eligible employees. Check-off: the company will deduct union dues monthly from all union members; and also will deduct from all employees for whom the union is the bargaining agency and who are eligible for membership in the above local and who are hired after the signing of the agreement.

Hours of work: for day workers, 9 per day Monday through Friday, a 45-hour week; for shift workers, 8 hours per shift. Overtime: time and one-half for work in excess of 45 hours in one week and for work on Sundays (or other assigned day) and holidays. Vacation: one week with pay equal to 2 per cent of earnings during previous 12 months' period for employees with less than 5 years' service with the company, employees with more than 5 years' service one week with pay equal to 4 per cent of earnings during previous 12 months. There shall be two 10-minute rest periods during each full shift as well as 5 minutes for washing immediately prior to each meal hour and at the end of each shift.

Wage rates and ranges of wage rates shall be those presently in effect. Organized shifts not occurring during regular working hours, special short shifts, and night shifts to be paid regular rates, plus 10 per cent for all hours up to and including 45 in one week. This does not apply to engineers and firemen nor to special short shifts unless the employee is on a rotating shift, or on a night shift that ends at 11 p.m. or later.

Provision is made for seniority rights and grievance procedure.

WOODSTOCK, ONT.—FIRESTONE TEXTILES LIMITED AND UNITED TEXTILE WORKERS OF AMERICA, LOCAL 115.

Agreement to be in effect from January 5, 1946, to January 5, 1947, and thereafter subject to 2 months' notice. The company recognizes the union as the exclusive bargaining agency for all eligible employees. No discrimination or intimidation because of union or non-union membership.

Hours of work and overtime: subject to the approval of the Regional War Labour Board time and one half will be paid for all hours worked in excess of 48 hours per week, also for work on Sundays and 7 specified holidays. Vacation: one week with pay for employees with one year of continuous service, and when the Regional War Labour Board authorizes, employees with 10 years continuous service are eligible for 2 weeks with pay.

Wage rates: a joint application for authorization for revision of wages to be submitted to the Regional War Labour Board. This shall be the only application during the life of the agreement. Subject to the approval of the Regional War Labour Board 5 cents per hour bonus will be paid to all employees working on a permanent night shift between 6 p.m. and 6 a.m.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Miscellaneous Wood Products

OTTAWA, ONT.—JAMES DAVIDSON'S SONS AND NATIONAL UNION OF WOODWORKERS, LOCAL 6.

Agreement to be in effect from May 1, 1946, to April 30, 1947, and thereafter from year to year subject to 30 days notice. There shall be no intimidation or discrimination of union or non-union members. Check-off: the company agrees to deduct union dues monthly upon voluntary authorization and remit same to the union.

Hours of work: schedule presently in effect shall continue until changed by government regulations. Five specified days will be paid holidays for workers with 6 months' service with the company who have not been absent from work without permission on any of the five full working days immediately preceding such holiday or upon any of the working days in the calendar week in which such holiday occurs.

Wage rates presently in effect to continue for the duration of the agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

MONTREAL, P.Q.—WARDEN KING LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 528.

Agreement to be in effect from March 29, 1946, to March 28, 1947, and thereafter from year to year subject to 60 days' notice. No discrimination by company or union because of membership or non-membership in the union. Check-off: company to deduct union dues monthly from employees' pay upon authorization and remit to the union.

Hours of work: for boiler, radiator, soil pipe, soil pipe fittings and jobbing foundries, cupola and sand control, 9 per day Monday through Friday, a 45-hour week; for the rest of the plant 9½ per day Monday through Thursday, 9 on Friday, a 47-hour week. Overtime: time and one half for work in excess of the above regular hours and for all work on Saturday afternoons, double time for hours worked consecutively after midnight by a day shift worker who continues work beyond the end of regular shift and for all work on Sundays and 8 specified holidays. Two 10-minute rest periods per shift shall be allowed as well as 10 minutes before quitting time at the end of each shift for putting tools

away and washing. Vacation: one week with pay for employees with one to five years' service with the company, 2 weeks with pay for those with 5 years' service or more.

Wages—a general increase of 2½ cents per hour retroactive to March 4, 1946, shall be granted subject to the approval of the Quebec Regional War Labour Board or National War Labour Board. The question of the general scale of wages may be reopened for discussion upon the removal of price controls by the Wartime Prices and Trade Board. Workers employed on the second and third shifts will be paid a bonus of 12½ cents per hour.

Provision is made for seniority rights and grievance procedure.

FORT WILLIAM, ONT.—CANADIAN CAR AND FOUNDRY COMPANY LTD., AUTOMOTIVE DIVISION, AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 719.

Agreement to be in effect from March 19, 1946, to March 18, 1947, and thereafter from year to year subject to 2 months' notice. The company recognizes the union as the sole bargaining agency for all eligible employees as long as the members of the local lodge have a majority of such employees. Check-off: the company will deduct union dues upon the members' authorization and remit same to the union. There will be no discrimination or intimidation of union or non-union members.

Hours of work: 8 per day 5½ days per week, a 44 hour week (except boiler room employees); when 2 shifts are worked the afternoon shift shall work 8½ hours per shift Monday through Friday; when 3 shifts are worked the afternoon shift shall work 8 hours per shift Monday through Friday and the night shift 8 hours Monday through Saturday, the day shift hours as above in all cases. All shifts shall change in rotation weekly. Overtime: time and one half for work in excess of the above hours and double time for work on Sundays, regular day off, 8 specified holidays and time after 8 hours of overtime in any one day. Vacation: one week with pay for employees with one year's continuous service of 300 days (including authorized leave), with proportionately less for those who have worked over 294 and less than 300 days. Any employee who has been employed during the year but who has been absent more than 26 days through sickness or authorized leave shall receive one half day with pay for each full month worked.

Hourly wage rates include the following: automotive and body assemblers 82 to 99 cents, bench fitters 90 and 99 cents, boring mill operators 99 cents, maintenance carpenters 90 cents and \$1.07, drivers 82 and 86 cents, installation electricians 74 to 99 cents, maintenance electricians 78 cents to \$1.11, engineers 82 cents to \$1.11, fitters 78 to 99 cents, jig and toolmakers 86 cents to \$1.15, labourers 70 cents, tooling machinists \$1.11, automotive mechanics 82 cents to \$1.07, millwrights 90 cents and \$1.11, painters 82 to 99 cents, pipe-fitters 90 cents and \$1.11, riggers 90 cents and \$1.07, riveters 86 to 96 cents, sewing machine operators 65 to 82 cents, spot welders 82 and 90 cents, maintenance tinsmiths 86 and \$1.03, tool and diemakers 86 cents to \$1.15, upholsterers 74 to 90 cents, welders 86 cents to \$1.03, and woodworkers 99 cents and \$1.11. A bonus of 5 cents per hour shall be paid for work on the second and third shifts. An employee responsible for the instruction and supervision of

other employees shall receive a rate of pay 5 cents per hour more than the highest paid worker under his supervision.

Provision is made for seniority rights and grievance procedure.

PORT ARTHUR, ONT.—PORT ARTHUR SHIP-BUILDING COMPANY LTD. AND INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS, LOCAL 11.

Agreement to be in effect from February 1, 1946, to February 1, 1947, and may be renewed for additional periods of one year. The company recognizes the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination or intimidation of union or non-union members.

Hours of work: 9 per day Monday through Friday, 4½ Saturday, a 49½-hour week. Overtime: time and one-half for work in excess of the above hours and all work on Sundays and 5 specified holidays, on 3 additional specified holidays work only if absolutely necessary and at double time rate. Vacations with pay will be granted in accordance with the direction of the National War Labour Board, dated May 18, 1944.

Wage rates and occupational classification shall be in accordance with the finding and direction, dated January 5, 1944, by the National War Labour Board.

Provision is made for an apprenticeship plan, seniority rights and grievance procedure.

Manufacturing: Non-Metallic Minerals and Chemicals

TORONTO, ONT.—LEVER BROTHERS LIMITED AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 32.

Agreement to be in effect from April 5, 1946, to April 5, 1947, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. All future employees shall become members of the union and all present employees who are now or later become members of the union shall as a condition of continued employment with the company remain members in good standing during the life of the agreement. Check-off: the company agrees upon an employee's authorization to deduct union dues monthly from the employee's pay and remit same to the union.

Hours of work: 8 per shift Monday through Friday, a 40-hour week. Overtime: time and one-half for all work in excess of these hours and for work on Saturdays and Sundays. Eight specified days are designated as paid holidays provided the employee has worked during the week upon which the holiday falls. All time worked on a paid holiday shall be paid for at the employee's normal rate in addition to the normal full day's pay. Vacation: each employee to receive one day with pay for each 5 weeks of service during the preceding 12 months.

Provision is made for seniority rights and grievance procedure.

Construction

TORONTO, ONT.—VARIOUS PAINTING, DECORATING AND PAPERHANGING FIRMS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, TORONTO, AND DISTRICT COUNCIL.

Agreement to be in effect from June 1, 1946, to March 31, 1947, and thereafter from year to

year subject to 2 months' notice. The firms and the union agree to co-operate to maintain a closed union shop, the firms to employ only qualified union members and to hire, when extra journeymen needed, from the unemployed lists of the union. The union agrees to furnish at all times duly qualified journeymen in sufficient numbers to execute the contracted work.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and one-half for all work on Saturdays; double time for work on Sundays and 7 specified holidays. No work to be performed on Labour Day. Vacation to conform to the Ontario government's "Holiday-With-Pay Act" as amended to include the building trades.

Basic minimum wage rates: \$1.05 per hour for skilled mechanics, \$1.10 per hour for spray painters and for swing stage men on building or steel work over six storeys.

Transportation and Public Utilities: Water Transport

MONTREAL, P.Q.—VARIOUS STEAMSHIP COMPANIES (OCEAN NAVIGATION) AND INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 375 (GENERAL LONGSHOREMEN).

Agreement to be in effect from April 12, 1946, to December 31, 1946, and thereafter from year to year subject to 60 days' notice. Preference of work will be given to members of above local whenever such are available.

Hours of work and overtime: 9 per day, Monday through Saturday; however both parties to the agreement shall take such steps as lie within their competence to ensure that the average number of hours per week of the workers shall not exceed 48 during the term of the agreement. Double time for work on Sundays and 2 specified holidays, also for working through meal hour and thereafter until discharged for meals.

Hourly wage rates: \$1 for work between 8 a.m. and 6 p.m., \$1.20 for work between 7 p.m. and 11 p.m., and \$1.50 for work between midnight and 5 a.m.; for working on nitrate, bulk sulphur, etc.: frozen cargo, grain trimming and bagging or work in open between decks where grain is running the rates are \$1.15 for work between 8 a.m. and 6 p.m., \$1.35 between 7 p.m. and 11 p.m., and \$1.72½ between midnight and 5 a.m., double time to be paid for work on ships in port with cargoes on fire.

SAINT JOHN, N.B.—VARIOUS STEAMSHIP COMPANIES AND INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 273 (GENERAL LONGSHOREMEN).

Agreement to be in effect from December 1, 1945, to November 30, 1946, and thereafter from year to year subject to 60 days' notice.

Hours of work: 8 per day or night. Overtime: double time for work on Sundays, 6 specified holidays and Saturday afternoons during four summer months which are recognized as half holidays.

Hourly wage rates: day—general cargo 98 cents, bulk cargoes \$1.08; night—general cargo \$1.03, bulk cargoes \$1.13; ten cents per hour extra to be paid for unwrapped hides and phosphate and tankage in bags, slag and bird-lime in bags; ten cents per hour extra to be paid for handling, in refrigerations, cargo that is to be carried at 26 degrees Fahrenheit or lower.

*Service: Public Administration***KITCHENER, ONT.—THE CORPORATION OF THE CITY OF KITCHENER AND CIVIC EMPLOYEES' FEDERAL UNION, LOCAL 68.**

Agreement to be in effect from January 1, 1946, to January 1, 1947, and thereafter from year to year subject to 30 days' notice. This agreement covers employees in the sewage disposal plants, garbage and sanitary disposal department, golf course, maintenance men at the former C.W.A.C. camp and cemetery and works departments except those whose normal duties are carried on in or from the City Hall other than the janitor staff. The corporation recognizes the union as the sole bargaining agency for all eligible employees. No employee will be discriminated against because of union membership. Check-off: There shall be a compulsory check-off for all employees covered by the agreement for general union purposes. This, however, shall not extend to special assessments

or to an increment to an assessment which relates to special union benefits.

Hours of work and overtime: time and one-half shall be paid to hourly paid men for work in excess of 44 hours per week and for work on Saturday afternoons, Sundays and 6 specified holidays and any other days declared statutory holidays. All hourly-paid permanent employees shall be paid for all statutory holidays. Vacation: 2 weeks with pay for all employees, sewage disposal employees are granted an extra week in lieu of working regular holidays. Sick leave is granted, as covered by a city by-law.

Wage rates: hourly—labourers 67½ cents; garbage men, truck drivers, snow plough wing men 72½ cents; flusher and snow loader operators 80 cents; mechanics 92½ cents; stationary engineers \$1.02½; weekly—labourers \$29.60; incinerator helpers \$32.60; sewage plant operators \$33.50; sewage plant engineers \$35.50 to \$37.50; snow plough and sweeper and grader operators \$38.60.

Provision is made for seniority rights and grievance procedure.

*Collective Agreements Act, Quebec***Recent Proceedings Under the Act**

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement, the amendment of eighteen others and the correction of one of them and the repeal of one agreement, all of which are noted below. Requests for amendments of the agreements for barbers and hairdressers at St. Hyacinthe and Chicoutimi were gazetted June 22. Requests for new agreements for the shoe industry for the province and for building

trades in Montreal were also published June 22. Requests for amendments of agreements for the tannery industry for the province, for building trades at Three Rivers and for lithographers for the province were published June 29. Requests for amendments of the agreements for building trades and for retail food stores in Quebec, as well as a request for a new agreement for garages and service stations at Sherbrooke, were gazetted July 6. A request for an amendment to the building trades' agreement at Sorel was published July 13. Requests for amendments of the agreements for clockmakers at Montreal and for building trades at St. Hyacinthe were gazetted July 20. Requests for new agreements for plumbers (both English and French sections) at Montreal were also published July 20.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

*Manufacturing: Fur and Leather Products***TANNERY INDUSTRY, PROVINCE OF QUEBEC**

An Order in Council, dated June 12, and gazetted June 22, amends the previous Orders in Council for this industry (L.G., Mar. 1945, p. 349, April, p. 517; May, 1946, p. 627, June, p. 782). This amendment does not affect the summary already given.

WHOLESALE FUR INDUSTRY, MONTREAL

An Order in Council, dated June 12, and gazetted June 22, extends the term of the previous Orders in Council for this industry

(L.G., Nov., 1944, p. 1368; April, 1945, p. 517, Aug., p. 1197, Oct., p. 1520; June, 1946, p. 783) to September 1, 1946.

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 3, and gazetted July 13, amends the previous Orders in Council for this industry (L.G., July, 1944, p. 867, Sept., p. 1141; Aug., 1945, p. 1197, Oct., p. 1520, and previous issues). This amendment does not affect the summary already given.

WORK GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 3, and gazetted July 13, amends the previous Orders in Council for this industry (L.G., Oct., 1945, p. 1520; May, 1946, p. 627, and previous issues). This amendment does not affect the summary already given.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated June 20, and gazetted June 29, amends the previous Orders in Council for this industry (L.G., Aug., 1944, p. 1005, Sept., p. 1141, Nov., p. 1368; Oct., 1945, p. 1520, and previous issues). Amendment to come into effect July 1, 1946.

Hours of work: Zone I a 40-hour week, zones II and III a 44-hour week, (a 5-day week in all zones, unless otherwise agreed on). Overtime: Any work in excess of above to be paid at time and one-half in the 3 zones. Vacation: Employees to be given one week's vacation with pay of 2 per cent of their yearly earnings.

Wage rates: All employees working on a weekly basis to be paid same weekly rate despite reduction in hours. In the resulting new wage scale, except for the rates for skilled trimmers, all minimum hourly rates, as well as the rates earned in excess of minimum rates, and all piece work rates are increased by 10 per cent in zone I and by 9.1 per cent in zones II and III. Minimum hourly rates for skilled trimmers—in the coat and pants industry 96½ cents in zone I, 86½ cents in zone II and 82 cents in zone III; in the vest industry 95½ cents in zone I, 86½ cents in zone II and 82 cents in zone III. Minimum hourly rates for infants' and children's clothing industry are as follows:

CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 3, and gazetted July 13, extends the term of the previous Orders in Council for this industry (L.G., July, 1943, p. 989; May, 1944, p. 637, and previous issues) to August 1, 1946.

Manufacturing: Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 3, and gazetted July 13, amends the previous Orders in Council for this industry (L.G., Aug., 1945, p. 1197, Oct., p. 1520; Mar., 1946, p. 317) by the substitution of a new wage scale in zone II. Minimum hourly wages in zone II: Females—forelady 40 cents; hand workers 30 and 38 cents; machine operators 32 and 34 cents; stitchers 32 cents; hand-fed table gummers, tiers 30 cents; apprentices on above-mentioned operations 23 and 26 cents; strippers 24 cents; folders 23 cents; other help 21 cents. Males—foreman 75 cents; assistant foreman 60 cents; scorers 57 cents; end piece operators, 47 cents; splitter operators, assistant die-makers, circular saw operators 43 cents; bale press operators 41 cents; punch operators 36 cents; die makers 65 cents; cylinder box press operators 54 cents; cylinder box press feeders, Colt press feeders 42 cents; Colt press operators, truck drivers 50 cents; Brightwood press operators, four-corner machine operators 53 cents; Brightwood press-feeders, four-corner machine feeders 35 cents; cutters on knife 44 and 53 cents; automatic glueing machine operators 60 cents; shippers 52 cents; general helpers 45 cents; certain classes of apprentices from 15 to 30 per cent less than the regular classification for one year; stationary-enginemmen 50 to 63 cents; firemen 38 cents; strippers, other help 26 cents.

Manufacturing: Miscellaneous Wood Products

SASH AND DOOR INDUSTRY, QUEBEC

An Order in Council, dated July 3, and gazetted July 13, amends the previous Orders in Council for this industry (L.G., Mar., 1945, p. 349; April, 1946, p. 498, May, p. 628). This amendment does not affect the summary already given.

MINIMUM HOURLY RATES FOR INFANTS' AND CHILDREN'S CLOTHING COMPRISING AGES FROM BIRTH TO 6 YEARS, NOT EXCEEDING SIZE 24, AS WELL AS SPORTSWEAR, AND FOR GIRLS' CLOTHING UP TO THE AGE OF 14 YEARS, INCLUSIVE.

Class		Rates of wages per hour		
		Zone I	Zone II	Zone III
		Cents	Cents	Cents
AY	Skilled markers.....	\$ 0 82½	0 74	0 71
BY	Trimmers.....	0 75	0 67½	0 63½
CY	Shape makers.....	0 64½	0 58	0 54
DY	Tape sewers, offpressers, sleeve hangers.....	0 64½	0 58	0 54
EY	Pocket makers.....	0 53½	0 48	0 46
FY	Steam machine pressers, choppers, machine edge basters, buttonhole makers, pocket tackers, joiners, second operators, lining makers, shapers.....	0 42½	0 38½	0 36
GY	Sleeve makers, lapel makers, armhole basters, coat finishers, button sewers, general hands, canvas makers, canvas basters, underpressers.....	0 36½	0 33	0 31½
HY	Sleeve lining tackers, sleeve lining sewers, undercollar makers, pocket closers, basting pullers, buttonhole tackers, cleaners, size ticket sewers, brushes:			
	1st 6 months.....	0 21	0 18	0 17
	2nd 6 months.....	0 23½	0 21	0 20
	3rd 6 months.....	0 28½	0 26	0 24
	4th 6 months.....	0 33	0 29	0 28
	After 2 years.....	0 36½	0 33	0 31½

WOODWORK AND WOODEN FURNITURE INDUSTRY, STE. AGATHE

An Order in Council, dated June 20, and gazetted June 29, repeals the Order in Council of March 1946 (L.G., April, 1946, p. 498) relating to the industry.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, QUEBEC

An Order in Council, dated June 12, and gazetted June 22, amends the previous Orders in Council for this industry (L.G., May, 1941, p. 631; Jan., 1944, p. 70; Oct., 1945, p. 1520). This amendment does not affect the summary already given.

GARAGES AND SERVICE STATIONS, MONTREAL

An Order in Council, dated June 12, and gazetted June 22, extends the term of the agreement (L.G., Mar., 1945, p. 349; Mar., 1946, p. 317, and previous issues) to June 24, 1947.

Construction

BUILDING TRADES, QUEBEC

An Order in Council, dated July 3, and gazetted July 13, amends the previous Orders in Council for this industry (L.G., August, 1944, p. 1007; March, 1946, p. 317, and previous issues). This amendment does not affect the summary already given.

BUILDING TRADES, ST. HYACINTHE

An Order in Council, dated July 3, and gazetted July 13, amends the previous Orders in Council for this industry (L.G., Aug., 1940, p. 867, Dec., p. 1311; Mar., 1941, p. 334, Sept., p. 1160; Sept., 1942, p. 1097; Jan. 1943, p. 88, Feb., p. 220; Jan., 1944, p. 70; Jan., 1945, p. 70). Present agreement to remain in effect to April 30, 1947, and thereafter from year to year until notice.

BUILDING TRADES, MONTREAL

An Order in Council, dated June 20, and gazetted June 29, extends the term of the agreement (L.G., Feb., 1946, p. 187, April, p. 499, May, p. 628, July, p. 930, and previous issues) to September 1, 1946.

BUILDING TRADES, HULL

An Order in Council, dated June 12, and gazetted June 22, amends the previous Orders in Council for this industry (L.G., May, 1943, p. 639; April, 1945, p. 517; May, 1946, p. 629, and previous issues) by extending the duration of the agreement to May 1, 1947, and thereafter from year to year until notice.

Trade

WHOLESALE FOOD STORES, QUEBEC

An Order in Council, dated June 12, and gazetted June 22, amends the previous Orders in Council for this industry (L.G., July, 1944, p. 868; July, 1946, p. 930) by the addition of "L'Association professionnelle des Voyageurs de Commerce du Canada," Quebec section, as a contracting party.

Service: Public Administration

MUNICIPAL EMPLOYEES (OUTSIDE SERVICES), SHERBROOKE.

An Order in Council, dated June 12, gazetted June 22 and corrected July 13, amends the previous Order in Council for this industry (L.G., Sept., 1945, p. 1342). Agreement to be in effect to January 1, 1947, and thereafter from year to year subject to notice.

The number of specified holidays with pay is increased by one day. If a feast day falls

on Sunday, the following day will be considered as a holiday.

The new hourly wage rates are as follows: labourers 50 cents; specialized labourers 55 cents; firemen-enginemmen (3rd class), heating and plumbing employees 75 cents; firemen and mechanics in asphalt shop, blaster (dynamite), tractor operators, asphalt leveller and raker, foreman-joiner, tree cutter 60 cents; firemen (3rd and 4th class) 60 and 65 cents; asphalt roller operator, ordinary roller operator, watering-truck driver with no helper, grader operator, meter and tool repairer (aqueduct) 65 cents; blacksmiths 55 and 65 cents; truck drivers 55 and 60 cents; bulldozer operators 72 cents; garage mechanics 55 to 85 cents; joiners 55 and 60 cents; asphalt weighers and mixers, "alivettes" operators, asphalt shovellers, harness-makers 55 cents; gardeners 55 and 65 cents; park watchman 50 cents; scavengers 50 and 52 cents; pump house engineman (59-hour week) \$27 a week.

Provision is made for seniority rights.

MUNICIPAL OFFICE EMPLOYEES (PERMANENT), SHERBROOKE.

An Order in Council, dated June 20, and gazetted June 29, makes obligatory the terms of a new agreement between the City of Sherbrooke, and L'Association des Employés de l'Hôtel-de-Ville de Sherbrooke. Agreement to be in effect from June 29, 1946, to January 1, 1947, and thereafter from year to year subject to notice. The decree applies to permanent office employees of the City of Sherbrooke under the jurisdiction of the treasurer or the town-clerk of the city.

Hours: 38½ to 41-hour week. Overtime hours worked to be added as a credit to the days of absence for illness with pay for all employees except those working in the Central Store, who are to receive 2 hours' credit for every overtime hour worked. Certain classes of employees required to work on any of the specified holidays may, after notifying the Treasurer, take an equal number of days off at a later date.

Salaries—accountants \$30 to \$50 per week; clerks \$14 to \$30; cashiers \$20 to \$37; telephone operators, stenographers \$14 to \$23; book-keepers \$23 to \$30; collectors, investigators \$18 to \$25; storemen \$30 to \$40; checkers in Public Works \$18 to \$26. Vacation: 12 days with pay per year after one year's service. Sick leave: Employees are entitled, after one year's service, to 8 days' sick leave with pay per year.

Service: Professional Establishments

HOSPITAL AND RELIGIOUS INSTITUTION EMPLOYEES, ST. HYACINTHE.

An Order in Council, dated June 12, and gazetted June 22, amends the previous Orders in Council for this industry (L.G., March, 1945, p. 350, April p. 518; May, 1946, p. 629, June, p. 783). This amendment does not affect the summary already given.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, THREE RIVERS.

An Order in Council, dated June 12, and gazetted June 22, amends the previous Orders in Council for this industry (L.G., Feb., 1945, p. 182, Aug., p. 1199; Feb., 1946, p. 187, and previous issues). In Zone II the hours of work for barbers and men's male and female hairdressers are reduced from 56 to 52½ hours per week. Vacation: every employee to receive 6 days' vacation with pay after one year's service.

Fair Wages Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to prevent abuses and to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classes

of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts in the second group. Contracts in this group are covered by the general provision that rates must equal those current in the district, and in addition, by the requirement that the rates must not be less than 35 cents an hour for male workers 18 years of age and over, 25 cents for female workers 18 years and over, and 20 cents for beginners and for workers under 18.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During June

During the month of June the Department of Labour prepared, on request, 66 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) Works of Construction, Remodelling, Repair or Demolition

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation or by direction of a War Labour Board."

DEPARTMENT OF PUBLIC WORKS

Construction of an extension to wharf and float renewal, Long Bay, (Gambier Island, Howe Sound), B.C. Name of contractor, Pacific Pile Driving Limited, Victoria, B.C. Date of contract, May 22, 1946. Amount of contract, unit prices—approximate expenditure \$5,242. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foreman.....	\$1.35
Pile driver and derrick engineers.....	1.22½
Pile driver and derrick boommen.....	1.10
Pile driver and derrick bridgemen.....	1.10
Pile driver and derrick men.....	1.10
Pile driver and derrick firemen.....	.79
Labourers .....	.65
Watchmen .....	.60

Renewal of a float and gangway and approach repairs, Seaside Park B.C. Name of contractor, William Greenlees, Vancouver, B.C. Date of contract, June 4, 1946. Amount of contract, unit prices—approximate expenditure \$7,766. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foreman.....	\$1.35
Pile driver and derrick engineers.....	1.22½
Pile driver and derrick men.....	1.10
Pile driver and derrick boommen.....	1.10
Pile driver and derrick bridgemen.....	1.10
Pile driver and derrick firemen.....	.79
Wharf and dock builders.....	1.10
Carpenters	1.10
Labourers .....	.65
Watchmen .....	.60

Construction of an approach and float, Seaford, B.C. Name of contractors, Horie-Latimer Construction Company, Limited, Vancouver, B.C. Date of contract, June 10, 1946. Amount of contract, unit prices—approximate expenditure \$7,275. A fair wages schedule was included in the contract as follows:—

	Per Hour
Wharf and dock builders.....	\$ 1.10
Labourers .....	.65
Carpenters	1.10
Axemen .....	.71
Cement finishers	1.00
Concrete mixer operators (gas or elec.).....	.81
Pile driver and derrick foreman.....	1.35
Pile driver and derrick engineers.....	1.22½
Pile driver and derrick men.....	1.10
Pile driver and derrick bridgemen.....	1.10
Pile driver and derrick boommen.....	1.10
Pile driver and derrick firemen.....	.79

DEPARTMENT OF RECONSTRUCTION AND SUPPLY

Construction of a storage warehouse, R.C.C.S., Edmonton, Alta. Name of contractors, Messrs. H. G. Macdonald and Company, Limited, Tegler Building, Edmonton, Alta. Date of contract, June 15, 1946. Amount of contract, \$26,102. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers.....	\$.91
Brick and hollow tile layers.....	1.31
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.75
Carpenters and joiners.....	1.03
Cement finishers	1.03
Cement and concrete mixer operators—	
Steam .....	.95
Gas or electric.....	.75
Compressor operators—gas or electric.....	.80
Drivers (teamsters) .....	.60
Drill runners .....	.85
Electricians (inside wiremen).....	1.06
Engineers, operating, steam—	
Single drum	1.00
Two or more drums.....	1.15
Engineers, crane (steam, gas or electric).....	1.05
Enginemen, stationary .....	.70
Hoist operators—tower (gas or electric).....	.75
Labourers .....	.60
Motor truck drivers (under 5 tons).....	.65
Motor truck drivers (5 tons and over).....	.70
Painters (spray).....	1.00
Painters and glaziers.....	.91
Plumbers and steamfitters.....	1.16
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	.66
Rodmen, reinforced steel.....	.70
Roofers, sheet metal.....	1.06
Sheet metal workers.....	1.06
Shinglers (wood, asbestos).....	1.03
Steam shovel engineers.....	1.17½
Steam shovel firemen.....	.70
Steam shovel oilers.....	.70
Shovel operators (gas).....	1.17½
Structural steel workers.....	1.01
Watchmen	25.00*
Welders and burners—acetylene or electric.....	.95
Welders and burners—on steel erection.....	1.01

* Per week.

DEPARTMENT OF TRANSPORT

Additional development of Saskatoon Airport, Saskatoon, Sask. Name of contractor, The Tomlinson Construction Company, Limited, Toronto, Ont. Date of contract, June 26, 1946. Amount of contract, \$1,164,829.28. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers.....	\$.66
Asphalt tampers, smoothers and spreaders....	.56
Axemen .....	.56
Blacksmiths .....	.75
Blacksmiths' helpers .....	.56
Carpenters and joiners.....	.96
Cement finishers .....	.71
Cement and concrete mixer operators—	
Steam .....	.81
Gas or electric.....	.61
Dragline operators	1.10
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon.....	.86
Engineers, operating, steam.....	.80
Firemen, stationary .....	.66
Labourers .....	.51
Motor truck drivers.....	.56
Motor truck driver and truck.....	1.56
Road grader operators (horsedrawn).....	.56
Road grader operators (incl. team).....	.91
Road roller operators (gas or steam).....	.81
Steam shovel engineers.....	1.10
Steam shovel firemen.....	.66
Steam shovel oilers.....	.56
Tractor operators—letourneau .....	.80
Tractor operators—small .....	.70
Watchmen .....	.45
Road grader operators (gas).....	.71

Additional development of Yellowknife Aerodrome, Yellowknife, N.W.T. Name of contractor, A. M. Berry and Company, Edmonton, Alta. Date of contract, June 26, 1946. Amount of contract, \$350,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.80
Blacksmiths	1.15
Blacksmiths' helpers .....	.90
Carpenters and joiners.....	1.25
Cement and concrete mixer operators—	
Steam	1.00
Gas or electric.....	.85
Compressor operators .....	.95
Drivers .....	.80
Drill runners .....	.95
Electricians (inside wiremen).....	1.15
Engineers, operating, steam.....	1.25
Enginemen, stationary .....	.75
Labourers .....	.80
Machinists	1.25
Machinists' helpers .....	.90
Motor truck drivers (under 5 tons).....	.90
Motor truck drivers (5 tons and over).....	.95
Painters and glaziers.....	1.01
Pipefitters	1.16
Pipelayers, caulkers and solderers.....	.95
Plasterers	1.40
Plasterers' helpers (mixing and tempering material) .....	.81
Plumbers and steamfitters.....	1.16

	Per Hour
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	\$.81
Powdermen .....	.95
Road grader operators—gradersmen.....	1.00
Road roller operators—motor patrol.....	1.15
Roofers, metal	1.18
Roofers, others .....	.81
Steam shovel engineers.....	1.25
Steam shovel firemen.....	.70
Steam shovel oilers.....	.70
Tile setters, asphalt.....	1.00
Tractor operators—letourneau.....	1.25
Tractor operators—small .....	.95
Watchmen	145.00*

* Per month.

DEPARTMENT OF VETERANS AFFAIRS

Construction of covered passageway between Hospital and Service Building, painting, etc., Veterans' Hospital, St. Hyacinthe, P.Q. Name of contractor, Mr. Edouard Leger, Montreal, P.Q. Amount of contract, \$8,265. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers.....	\$.65
Brick and hollow tile layers.....	.85
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.55
Carpenters and joiners.....	.70
Cement finishers .....	.65
Cement and concrete mixer operators—	
Steam .....	.70
Gas or electric.....	.55
Compressor operators (gas or electric).....	.55
Dragline operators, steam or gas.....	.95
Dragline firemen .....	.70
Dragline oilers .....	.65
Drivers .....	.50
Driver, team and wagon.....	.75
Drill runners .....	.55
Electricians (inside wiremen).....	.70
Engineers, operating, steam.....	.75
Engineers, crane (steam, gas or electric).....	.75
Enginemen, stationary .....	.60
Hoist operators—tower (gas or electric).....	.60
Labourers .....	.50
Lathers—metal .....	.65
Lathers—wood .....	.60
Motor truck drivers.....	.55
Motor truck driver and truck.....	1.55
Ornamental iron workers.....	.65
Painters (spray) .....	.75
Painters and glaziers.....	.65
Pipefitters (surface-temp. work) .....	.60
Pipelayers, caulkers and solderers.....	.55
Plasterers .....	.85
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.70
Riggers (general) .....	.60
Rodmen, reinforced steel.....	.55
Roofers, felt and gravel; patent; comp. ....	.55
Roofers, sheet metal .....	.70
Sheet metal workers.....	.70
Shinglers (wood, asbestos).....	.70
Steam shovel engineers.....	.95
Steam shovel firemen.....	.70
Steam shovel oilers.....	.65
Shovel operators (gas).....	.95
Watchmen .....	.40
Welders and burners—acetylene or electric.....	.70

WARTIME HOUSING LIMITED

Construction of houses and underground services, Saskatoon, Sask. Name of contractor, Piggott Construction Company, Saskatoon, Sask. Amount of contract, \$282,155. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers.....	\$.85
Asphalt finishers .....	.69
Asphalt rakers .....	.66
Asphalt tampers, smoothers and spreaders.....	.56
Blacksmiths .....	.75
Blacksmith's helpers .....	.56
Brick and hollow tile layers.....	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.56
Carpenters and joiners.....	.96
Cement finishers .....	.71
Cement and concrete mixer operators—	
Steam .....	.81
Gas or electric.....	.61
Compressor operators (gas or electric).....	.61
Dragline operators, steam or gas.....	1.10
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon.....	.86
Drill runners .....	.61
Electricians (inside wiremen).....	.86
Engineers, operating, steam.....	.80
Engineers, crane (steam, gas or electric).....	.96
Enginemen, stationary .....	.66
Hoist operators—tower (gas or electric).....	.66
Labourers .....	.51
Lathers—metal .....	.85
Lathers—wood .....	.80
Motor truck drivers.....	.56
Motor truck driver and truck.....	1.56
Ornamental iron workers.....	.75
Painters (spray) .....	.86
Painters and glaziers.....	.76
Pipefitters (surface-temp. work).....	.66
Pipelayers, caulkers and solderers.....	.66
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.56
Plumbers and steamfitters.....	1.06
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	.56
Riggers (general) .....	.71
Road grader operators—horsedrawn.....	.56
Road grader operators—incl. team.....	.91
Road grader operators—gas.....	.71
Road roller operators (steam or gas).....	.81
Rodmen, reinforced steel.....	.61
Roofers, felt and gravel; patent; comp. ....	.61
Roofers, sheet metal.....	.81
Sheet metal workers.....	.81
Shinglers (wood, asbestos).....	.96
Steam shovel engineers.....	1.10
Steam shovel firemen.....	.66
Steam shovel oilers.....	.56
Shovel operators (gas)	1.10
Tractor operators—letourneau .....	.80
Tractor operators—small .....	.70
Watchmen .....	.45
Welders and burners—acetylene or electric.....	.80

Construction of houses and underground services, Regina, Sask. Name of contractors, Messrs. Smith Brothers and Wilson, Limited, Regina, Sask. Amount of contract \$404,350.

A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers.....	\$.85
Asphalt rakers .....	.66
Asphalt tampers, smoothers and spreaders....	.56
Brick and hollow tile layers.....	1.26
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.56
Carpenters and joiners.....	.96
Cement finishers .....	.70
Cement and concrete mixer operators—steam..	.81
Cement and concrete mixer operators—gas or electric .....	.66
Compressor operators (gas or electric).....	.66
Dragline operators, steam or gas.....	1.10
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon.....	.86
Drill runners .....	.61
Electricians (inside wiremen).....	1.06
Engineers, operating, steam .....	.80
Engineers, crane (steam, gas or electric).....	.96
Enginemmen, stationary .....	.66
Hoist operators—tower (gas or electric).....	.66
Labourers .....	.51
Lathers—metal .....	.85
Lathers—wood .....	.80
Motor truck drivers.....	.56
Motor truck drivers and truck.....	1.56
Ornamental iron workers.....	.75
Painters (spray) .....	.86
Painters and glaziers.....	.76
Pipefitters (surface—temp. work).....	.66
Pipelayers, caulkers and solderers.....	.66
Plasterers	1.16
Plasterers' helpers (mixing and tempering materials) .....	.56
Plumbers and steamfitters.....	1.06
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	.56
Riggers (general) .....	.71
Road grader operators—horsedrawn.....	.56
Road grader operators—incl. team.....	.91
Road grader operators—gas.....	.71
Road roller operators (steam or gas).....	.81
Rodmen, reinforced steel.....	.61
Roofers, felt and gravel: patent: comp. ....	.61
Roofers, sheet metal.....	.86
Sheet metal workers.....	.86
Shinglers (wood, asbestos).....	.96
Steam shovel engineers.....	1.10
Steam shovel firemen.....	.66
Steam shovel oilers.....	.56
Shovel operators (gas).....	1.10
Tractor operators—letourneau .....	.80
Tractor operators—small .....	.70
Watchmen .....	.45
Welders and burner—acetylene or electric.....	.80

Construction of houses and underground services, Brantford, Ont. Name of contractors, Messrs. Johnson Brothers Company, Limited, Brantford, Ont. Amount of contract, \$300,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders....	.55
Brick and hollow tile layers.....	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.55
Carpenters and joiners.....	.95

	Per Hour
Cement finishers	\$.76
Cement and concrete mixer operators—	
Steam .....	.75
Gas or electric.....	.65
Compressor operators (gas or electric).....	.65
Dragline operators, steam or gas.....	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon.....	.85
Drill runners .....	.60
Electricians (inside wiremen).....	.81
Engineers, operating, steam.....	.81
Engineers, crane (steam, gas or electric).....	.85
Enginemmen, stationary.....	.60
Hoist operators—tower (gas or electric).....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers.....	.55
Motor truck drivers and truck.....	1.55
Ornamental iron workers.....	.70
Painters (spray) .....	.76
Painters and glaziers.....	.71
Pipefitters (surface—temp. work).....	.65
Pipelayers, caulkers and solderers.....	.60
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.56
Plumbers and steamfitters.....	.91
Riggers (general) .....	.61
Road grader operators—horsedrawn.....	.55
Road grader operators—incl. team.....	.90
Road grader operators—gas .....	.60
Road roller operators (steam or gas).....	.75
Rodmen, reinforced steel.....	.56
Roofers, felt and gravel—patent—comp. ....	.55
Roofers, sheet metal.....	.76
Sheet metal workers.....	.76
Shinglers (wood, asbestos).....	.95
Steam shovel engineers.....	1.06
Steam shovel firemen.....	.66
Steam shovel oilers.....	.56
Shovel operators (gas)	1.06
Tractor operators—letourneau .....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or electric....	.80

Construction of houses and underground services, Cobourg, Ont. Name of contractor, Porath Construction Company, Whitby, Ont. Amount of contract, \$69,557. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers, and spreaders....	.55
Brick and hollow tile layers.....	1.00
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.55
Carpenters and joiners.....	.91
Cement finishers .....	.70
Cement and concrete mixer opeators—	
Steam .....	.75
Gas or electric.....	.65
Compressor operators (gas or electric).....	.65
Dragline operators, steam or gas.....	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon.....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.81

	Per Hour
Engineers, operating, steam	\$.81
Engineers, crane (steam, gas or electric).....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas or electric).....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck drivers and truck.....	1.55
Ornamental iron workers.....	.70
Painters (spray) .....	.80
Painters and glaziers.....	.70
Pipefitters (surface—temp. work) .....	.65
Pipelayers, caulkers and solderers.....	.60
Plasterers .....	.90
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters.....	.91
Riggers (general) .....	.61
Road grader operators—horsedrawn.....	.55
Road grader operators—incl. team.....	.90
Road grader operators—gas.....	.60
Road roller operators (steam or gas).....	.75
Rodmen, reinforced steel.....	.56
Roofers, felt and gravel: patent: comp. ....	.55
Roofers, sheet metal.....	.80
Sheet metal workers.....	.80
Shinglers (wood, asbestos) .....	.91
Steam shovel engineers.....	1.06
Steam shovel firemen.....	.66
Steam shovel oilers.....	.56
Shovel operators (gas)	1.06
Tractor operators—letourneau .....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or electric....	.80

Construction of houses and underground services, Port Hope, Ont. Name of contractor, Eastwood Construction Company, Limited, Peterborough, Ont. Amount of contract, \$149,682. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders....	.55
Brick and hollow tile layers.....	1.00
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.55
Carpenters and joiners.....	.91
Cement finishers .....	.70
Cement and concrete mixer operators—	
Steam .....	.75
Gas or electric .....	.65
Compressor operators (gas or electric).....	.65
Dragline operators, steam or gas.....	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon.....	.85
Drill runners .....	.60
Electricians (inside wiremen).....	.81
Engineers, operating, steam.....	.81
Engineers, crane (steam, gas or electric).....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas or electric).....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck.....	1.55
Ornamental iron workers.....	.70
Painters (spray) .....	.80
Painters and glaziers.....	.70

	Per Hour
Pipefitters (surface—temp. work).....	\$.65
Pipelayers, caulkers and solderers.....	.60
Plasterers .....	.90
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters.....	.91
Riggers (general) .....	.61
Road grader operators—horsedrawn.....	.55
Road grader operators—incl. team.....	.90
Road grader operators—gas.....	.60
Road roller operators (steam or gas).....	.75
Rodmen, reinforced steel.....	.56
Roofers, felt and gravel: patent: comp.....	.55
Roofers, sheet metal.....	.80
Sheet metal workers.....	.80
Shinglers (wood, asbestos) .....	.91
Steam shovel engineers.....	1.06
Steam shovel firemen.....	.66
Steam shovel oilers.....	.56
Shovel operators (gas)	1.06
Tractor operators—letourneau .....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or electric....	.80

Construction of houses and underground services, Stratford, Ont. Name of contractors, Shaw Construction Company, Sarnia, Ont. Amount of contract, \$243,725. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders....	.55
Brick and hollow tile layers.....	1.10
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.55
Carpenters and joiners.....	.86
Cement finishers .....	.70
Cement and concrete mixer operators—	
Steam .....	.75
Gas or electric .....	.65
Compressor operators (gas or electric).....	.65
Dragline operators, steam or gas.....	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon.....	.85
Drill runners .....	.60
Electricians (inside wiremen).....	.96
Engineers, operating, steam.....	.81
Engineers, crane (steam, gas or electric).....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas or electric).....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck.....	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.80
Painters and glaziers .....	.70
Pipefitters (surface—temp. work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.90
Riggers (general) .....	.61
Road grader operators—horsedrawn .....	.55
Road grader operators—including team .....	.90
Road grader operators—gas .....	.60
Road roller operators (steam or gas).....	.75
Rodmen, reinforced steel .....	.56

	Per Hour
Roofers, felt and gravel—patent; comp.....	\$.55
Roofers, sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers (wood, asbestos) .....	.86
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas)	1.06
Tractor operators—letourneau .....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec. ....	.80

Construction of houses and underground services, Tilbury, Ont. Name of contractors, G. T. Parmenter Construction Company, Toronto, Ont. Amount of contract, \$95,319. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders..	.55
Brick and hollow tile layers.....	1.10
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.55
Carpenters and joiners .....	.86
Cement finishers .....	.70
Cement and concrete mixer operators—steam.	.75
Cement and concrete mixer operators—gas or elec. ....	.65
Compressor operators (gas or elec.) .....	.65
Dragline operators, steam or gas	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.96
Engineers, operating, steam.....	.81
Engineers, crane (steam, gas, or elec.) .....	.85
Enginemmen, stationary .....	.60
Hoist operators—tower (gas, or elec.).....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck.....	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.80
Painters and glaziers .....	.70
Pipefitters (surface—temp. work) .....	.65
Pipelayers, caulkers and solderers.....	.60
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.90
Rigger (general) .....	.61
Road grader operators—horsedrawn .....	.55
Road grader operators—including team .....	.90
Road grader operators—gas .....	.60
Road roller operators (steam or gas.) .....	.75
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp. ....	.55
Roofers, sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers (wood, asbestos) .....	.86
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56

	Per Hour
Shovel operators (gas.)	\$1.06
Tractor operators—letourneau .....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec. ....	.80

Construction of houses and underground services, Yorktown, Sask. Name of contractors, Messrs. Logan and Black, Yorktown, Sask. Amount of contract, \$69,818. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	\$.61
Asphalt tampers, smoothers and spreaders..	.51
Blacksmiths .....	.70
Blacksmiths' helpers .....	.51
Brick and hollow tile layers	1.00
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.51
Carpenters and joiners .....	.80
Cement finishers .....	.65
Cement and concrete mixer operators—steam	.76
Cement and concrete mixer operators—gas or elec. ....	.56
Compressor operators (gas or elec.) .....	.56
Dragline operators—steam or gas.	1.10
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.46
Driver, team and wagon .....	.81
Drill runners .....	.56
Electricians—inside wiremen ..	.81
Engineers, operating, steam .....	.80
Engineers, crane—steam, gas, or elec. ....	.96
Enginemmen, stationary .....	.61
Hoist operators—tower—gas, or elec. ....	.61
Labourers .....	.46
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.51
Motor truck driver and truck	1.51
Ornamental iron workers .....	.75
Painters—spray .....	.81
Painters and glaziers .....	.71
Pipefitters—surface—temp. work .....	.61
Pipelayers, caulkers and solderers .....	.61
Plasterers	1.00
Plasterers' helpers .....	.51
Plumbers and steamfitters .....	.90
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.51
Riggers—general .....	.66
Road grader operators—horsedrawn .....	.51
Road grader operators—including team .....	.86
Road grader operators—gas .....	.66
Road roller operators—steam or gas. ....	.81
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp. ....	.56
Roofers, sheet metal .....	.75
Sheet metal workers .....	.75
Shinglers, wood, asbestos .....	.80
Steam shovel engineers	1.10
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators—gas	1.10
Tractor operators—letourneau, etc. ....	.70
Tractor operators—small .....	.60
Watchmen .....	.40
Welders and burners—acetylene or elec. ....	.70

Labour Law

Labour Legislation in Nova Scotia in 1946

DURING the session of the Nova Scotia Legislature from March 14 to April 18, laws were amended relating to workmen's compensation, industrial standards, employment of non-resident labour, coal mines, credit unions and school attendance.

Workmen's Compensation

Changes in the Workmen's Compensation Act raise from \$100 to \$150 the maximum amount payable for funeral expenses, provide for payments up to the age of 18 in respect of a child whose education should, in the Board's opinion, be continued, and revise the description of the industrial incidence of silicosis from silicosis occurring in mining, quarrying, stone-cutting and stone-crushing, and grinding or polishing stone or metal to silicosis occurring in any process permitting the inhalation of silica dust.

Coal Mines

Amendments in the Coal Mines Regulation Act add to the Central Mining Examining Board a qualified electrical engineer, and provide for the issuing of certificates to electricians, electrical machine operators, coal miners and firemen.

The Act, as amended, stipulates that the Board, with the Minister's approval, must hold examinations at which candidates for certificates of competency as managers, underground managers, overmen, first, second and third-class engineers, mine surveyors and electricians may qualify.

Provision is now made for local examining-boards to grant certificates to mine examiners, coal miners and electrical machine operators. These boards, to consist of three or more members with the Inspector or Deputy Inspector for the district as chairman, are to be set up by the Central Board, with the Minister's approval, in such places throughout the Province as it deems expedient. Previously, local boards examined coal miners only. Fees and travelling expenses of local board members and fees to be paid by applicants for certificates are to be determined by the Governor in Council.

Other amendments set out qualifications for electricians', coal miners' and electrical machine operators' certificates. An applicant for a first-class electrician's certificate must be a British subject, at least 23 years old, hold a second-class certificate and have served at least two years under a mine electrician first-class; for a second-class certificate he must be 21 and a British subject and must hold a certificate or diploma from an educational institution approved by the Minister.

The Act no longer calls for two classes of coal miners' certificates. No one without a coal miner's certificate under the amending Act may have charge of a working face, and no person may be employed at a working face unless he (a) holds a coal miner's certificate, or (b) is 18 and is, while so employed, constantly under the supervision of the holder of such a certificate, or (c) has worked for six months at the face, and continues to work, under the close supervision of a holder of a coal miner's certificate, or (d) is 18 and is employed at a working face approved by the Minister as a training place. No person may cut, shear, bore or loosen coal by hand, machine or otherwise at the face in any mine for more than 18 months without a coal miner's certificate.

A candidate for a mine-examiner's certificate must be 21 or over; have had at least three years practical coal mining experience in Nova Scotia, two years of which must have been at a working face; hold a coal miner's certificate; have a satisfactory knowledge of the sections of the Act relating to his duties, and a working knowledge of mine gases and ventilation, explosives and blasting, and mine plans; be able to write intelligible reports; and hold a first-aid certificate.

For a coal miner's certificate, a candidate must be 19, have had at least 18 months' experience in a coal mine of which at least six must have been at the face; or he must be 18 years and six months old and have had six months training at a working face approved by the Minister as a training place and have been recommended by his supervisor. All coal miners' certificates granted in the Province before the passing of the Act and held

by persons with at least 18 months' experience in a coal mine in Nova Scotia, of which 12 months have been at the face, are to be valid.

For an electrical machine operator's certificate, Grade I, a candidate must be 22, hold a coal miner's certificate, and have operated electrically-driven apparatus for at least one year; for a Grade II certificate, he must be 21 and have at least one year's mining experience, six months of which must have been with or about electrically-driven apparatus. Each electrical machine operator's certificate must specify the type of machine for which it is issued. Local boards may, with the Board's written consent, in granting certificates, accept as of equal value experience at a working face obtained outside the Province. The Board, with the Minister's approval, may make regulations to guide local boards and may prescribe times and places for examinations. Local boards must report in writing to the Board as prescribed after each examination.

The Act also includes more stringent provisions for the use of explosives underground. The stipulation that an explosive may be taken into a mine if it is in a secure case or canister containing not more than six pounds is narrowed to provide that this may be done only under the immediate control of a person appointed by the manager and approved by the Chief Inspector. Except where the Chief Inspector's written permission has been granted, shots must be charged and fired singly and sufficient time allowed between firings for the dust to settle.

The Act now requires every person in charge of an engine or combination of engines of not more than 300 horse-power used for lowering or raising or moving persons to hold at least a third-class stationary engineer's certificate and for engines of more than 300 horse-power a second-class certificate, or, in each case, an equivalent certificate or permit issued by the Board. Every person in charge of an engine or other machine used for ventilating a mine must hold a third-class stationary engineer's certificate or its equivalent.

On the Board's recommendation, the Minister may grant permits for limited periods to persons to take charge of a steam plant or stationary engines. Previously, permits might be granted on the recommendation of any member of the Board. The provision has been repealed which stipulated that such permit might not be valid for more than 60 days after the date fixed for examination of candidates for stationary engineers and that such permit might not be granted a second time to the same person.

Industrial Standards

The Industrial Standards Act which previously applied only to building and construction in Halifax and Dartmouth was amended to extend its application to any other city, town, municipality, municipal district, polling division of a municipal district, or other area of a municipality as the Governor in Council may determine by Proclamation. As heretofore, the Act does not apply to persons employed by the Provincial Government or any of its departments, by a municipal corporation, or by a board or commission created by an Act of the Legislature.

Employment of Non-Residents

The Nova Scotia Labour Act which re-enacts a statute of like title, first passed in 1933 and continued from year to year (L.G., 1945, p. 1527) is to be in force until May 1, 1947.

Employees' Pensions

A new section in the Municipal Act enables municipal councils to make by-laws providing for pensions for any class of full-time employees by payment from current municipal revenues, by arrangement with the Dominion Government under the Government Annuities Act, by contract with a licensed insurer, by arrangement with the Provincial Government or otherwise, with power to define "employee" (excluding teacher), to provide that the by-law shall include full-time employees of any board, commission or local authority having statutory powers with respect to municipal affairs, to provide for deductions from wages or salaries of employees' contributions and for contributions to be made by the municipality, board, commission, body or local authority, as the case may be. A similar section empowering a town council to pass by-laws providing for pensions for full-time employees was inserted in the Towns' Incorporation Act.

School Attendance

New sections of the Education Act raise the standards for school attendance. It is now provided that any child who, during the school year, attains the statutory school-leaving age, which remains at 14 in rural and 16 in urban districts, must, unless excused for a valid reason under the Act, continue to attend school to the end of such school year. This provision obviates "broken terms" and tends to maintain the child's interest in school during the year.

The provisions granting exemption to a child on the ground of poverty or to one

12 years of age and over who has successfully completed Grade 9 or its equivalent have been repealed. The Act continues to exempt a child who is physically unable to attend school or one who is under 10 and lives more than two and one-half miles from school in a section which is not a consolidated school section nor a section for which conveyance is provided, but stipulates that in either of these cases the child must be receiving instruction equivalent to that which he would receive if in regular attendance at school.

Trade Unions

An amendment in the Trade Union Act, to come into force on Proclamation, substitutes the Minister of Labour for the Provincial Secretary as the Minister in charge of the Act.

A private Act to incorporate the United Steelworkers of America, Local 1231, Building Corporation with headquarters at Trenton, Nova Scotia, was also enacted. The Corporation includes the officers of Local 1231 and all the other organized employees of Trenton Steel Works Limited, Eastern Car Limited, Standard Clay Products Limited, Dominion Steel Foundry Limited, and their associates, successors and such other persons as are or may become members of the Corporation. The objects of the Corporation are to erect and operate a union hall in

Trenton and to promote the interests of the Local.

Credit Unions

Minor amendments in the Credit Union Societies Act provide that the treasurer of a credit union who may also act as clerk may be chosen either from the board of directors or from the general membership. In the former case he is to hold office for one year and an appointment is to be made annually. If not a member of the board of directors he is to serve during good behaviour without annual reappointment and is to have a voice in the board's deliberations but no vote. The section permitting unions to make loans of not over \$50 to its members without security other than the note of the borrower was amended to allow this limit to be raised to \$200 in the case of loans to a farmer or fisherman for purposes of his calling.

Miscellaneous

An amendment in the Halifax Charter authorizes the City Council to make an ordinance licensing and regulating chimney sweeps, fixing the rates chargeable by sweeps and prescribing the mode and frequency of cleaning. With respect to the amount of licence fees, the Council may discriminate between residents and non-residents. It may also cancel or suspend the licence of a sweep who does his work negligently or improperly.

Recent Regulations Under Provincial Legislation

IN Alberta, new Orders under the Hours of Work Act limit the hours on a split shift to 10, prohibit most women working on shifts which begin or end between 12.30 a.m. and 6 a.m., restrict the hours of workers in hotel beverage rooms in certain places to eight in a day and 44 in a week, and fix at eight in a day and 40 in a week the maximum hours which may be worked by most men in breweries.

In British Columbia, the minimum weekly rate for women in shops has been raised from \$12.75 (it was \$15.30 during July) to \$17 and the part-time rate to 45 cents an hour; the weekly rate applies to a work-week of from 39 to 44 hours. The learning time is reduced to three two-month periods.

In Nova Scotia, all minimum wage rates have been increased by \$1. For experienced women workers the minimum is now \$13 in places of 17,000 or more population and \$12 in other towns.

In Ontario, regulations have been made for fire and dust control and general safety in grain elevators.

In Quebec, most workers within the scope of the Minimum Wage Act will be entitled henceforth to an annual holiday of one week with pay.

Alberta Hours of Work Act

Henceforth the hours of any employee within the scope of this Act who works on a split shift must be confined within 10 hours after he begins work, and no working period for female workers may begin or end between 12.30 a.m. and 6 a.m., as a result of Orders 35 and 38, respectively, which were issued under this Act on June 26, gazetted and effective on July 15. The Act, providing for an eight-hour day and 48-hour week, applies to all workers except farm labour, domestic servants and those specially exempted by Order. Order 38 applies in hospital and nursing homes only to office workers and does not apply to telephone

operators. A similar Order, No. 20, in June, 1941, prohibited most women from being employed later than midnight or earlier than 6 a.m. but it was rescinded for the duration of the war in September, 1941 (L.G. 1941, p. 1269). An Order in Council of July 5, 1946, gazetted July 15, rescinds Order 20.

A new Order, No. 36, gazetted and effective July 15, restricts to eight in a day and 44 in a week the hours of workers in hotel beverage rooms, limiting hours on a split shift to nine in Edmonton, Calgary, Lethbridge, Medicine Hat, Drumheller, Pincher Creek, Blairmore, Bellevue, Coleman and Hillcrest. Another Order, No. 37, of the same date, fixes the maximum hours of work of male workers, other than office staff, in the brewery industry at eight in a day and 40 in a week.

British Columbia Female Minimum Wage Act

The minimum rate for some 11,000 women working in shops was raised from \$15.30 to \$17 weekly by a new Order, 24, which was gazetted July 18 and made effective August 5. An interim Order of June 25 (L.G. 1946 p. 988) had raised by 20 per cent the \$12.75 minimum for these workers which was fixed by a 1935 Order.

The new \$17 rate applies to a work-week of from 39 to 44 hours. Time and one-half the regular rate must be paid for work over eight hours in a day or 44 in a week except where, by agreement between employers and workers, nine hours are worked on some days but no more than 44 are worked in a week, or where, outside of certain metropolitan districts, workers by regulation, may work 11 hours on Saturday or the day before a statutory holiday.

The new rate for part-time workers in shops, working less than 39 hours weekly, is 45 cents instead of 35 cents, the rate before the 20 per cent interim increase was made. As before, these workers must receive at least four hours' pay in any one day; a new provision fixes a minimum of two hours' pay for any worker called to work and for whom there is no work.

Learners working full-time must now receive \$11, \$13, and \$15 weekly for the three successive two-month learning periods. Formerly, the learning period consisted of four three-month periods for those over 18 and seven three-month periods for those under 18. The rates for part-time learners are 30 cents, 35 cents and 40 cents, for the three two-month learning periods.

As provided for other trades covered by recently revised Orders, an employer must pay at least semi-monthly the wages earned up to not more than eight days before pay-day, give a worker at least 32 consecutive hours of rest

weekly unless a joint agreement in writing for another arrangement is approved by the Board of Industrial Relations and must maintain specified records and keep posted in a conspicuous place a copy of the Order.

British Columbia Railway Act

Regulations governing the operation of tramways, interurban and street railways, and prescribing the equipment to be used, were issued under this Act on June 18 and gazetted July 11; regulations issued in 1921 and 1929 are rescinded.

Operating employees and those handling train orders must pass an examination on the rules and also a satisfactory eye and ear test. Locomotive engineers, motormen, conductors and dispatchers must be at least 21 and all but dispatchers must pass an examination on proper care of equipment and the handling of air-brakes.

Equipment must include devices for communication between a conductor and engineer or motorman and for checking speed at will and bringing a train to a standstill safely.

Interurban railway companies are required to conform to the rules approved by the Association of American Railroads governing the loading of lumber and stone on open cars and the loading and carrying of structural material. Provision is made for inspection of cars and trains and rules laid down for precautions at railroad crossings.

Nova Scotia Minimum Wage for Women Act

All the minimum rates of wages established by the Orders under this Act (L.G. 1946, p. 103) were increased by \$1 by an Order dated June 15 and gazetted July 3. The new minima for experienced female workers in the specified establishments are therefore \$13 in places of 17,000 or more population and \$12 in other towns. However, for telephone operators the minimum is \$11 in places other than Halifax, Sydney, Dartmouth and Glace Bay, where it is \$13, and other than Amherst, New Glasgow, North Sydney, Truro, Yarmouth, Sydney Mines and Westville, where it is \$12.

Lower rates apply to learners and, as for experienced workers, the rates in smaller places, not given below, are \$1 less. In factories, the paper, textile and needle trades and in offices, the new learning rates are \$11 and \$12 for two six-month periods for women over 18, and \$9, \$10.50 and \$12 (\$10, \$11 and \$12 in offices) for three such periods for those under 18; in shops and food trades these rates apply to two three-month periods for adults and for girls under 18 in shops to three three-month

periods and in the food trades to three four-month periods. In other establishments no distinction is made because of age; the learning time in garages and places of amusement is one month at \$11; in hotels and restaurants, three one-month periods at \$10, \$11 and \$12; in laundries two three-month periods and for telephone operators two six-month periods at \$11 and \$12; and in beauty parlours three six-month periods at \$9, \$10 and \$12.

Ontario Factory, Shop and Office Building Act

Regulations for fire and dust control and general safety in grain elevators were made under the above Act by an Order in Council of July 4, gazetted July 20. The new Regulations contain sections on (1) design of structure, (2) ventilation, (3) equipment, (4) grain driers, (5) dust control systems, (6) electric equipment and (7) fire protection. The following is merely a summary of some of the provisions.

Elevators built in the future must be of non-combustible materials and explosion venting-areas must be provided. A tight non-combustible partition will be required between the track shed for loading or unloading cars and the elevator, and where belt-conveyor galleries or tunnels connect main sections of the elevator. The partitions, openings to stairways and in elevator shaftways, must have self-closing fire-doors.

Window ventilation must be provided in all grain elevators but those in existence may have mechanical ventilation as an alternative. Each bin, tank, and interspace, enclosed at the top, must have adequate positive air-aspiration or be separately vented to the outside.

The beltway between the bins must be tightly closed at top and bottom and hopped to prevent accumulation of dust, and leg casings, connecting spouts and doors must be dust-tight. A conveyor belt delivering grain to a boot must have an automatic device that will stop the belt or notify the operator when the leg stops, and the belt and leg motors are to be interlocked so that the former stops automatically when the leg motor is stopped.

Grain-processing machinery such as cleaners and friction clutches installed in non-combustible elevators must be non-combustible. Driers henceforth installed will be dust-collecting, the dust to be removed by the elevator's dust collection system, and they must be separated from each other by dust-tight partitions.

The dust control system must be designed and installed in accordance with recognized engineering practice to prevent dust from

entering the atmosphere in the elevator and to avoid the pick-up of solid grain. No direct open connection is permitted between dust collectors and the boiler-room or incinerators. Head, boots and garners must be dust-tight and they and enclosed bins must be provided with positive air-aspiration or effective vents to the outside. Sweeping is to be done daily and floor sweeps connected to the dust-collection system must be provided.

All electric wiring, appliances and equipment are to conform to the Power Commission Act and the regulations made under it. Places such as offices may be classed as non-hazardous if declared free from dust by a Commission inspector. Lighting installations must be of types designed for use in atmospheres containing grain dust. Smoking is prohibited except under specified conditions; no person in an elevator may have on him matches, lighters, etc., and every elevator must have receptacles at the employees' entrance for matches, butts and ashes. Metal lockers are required for workmen's clothing, and eating rooms must be separated from working areas by a dust-tight partition.

Combustible elevators must have lighting protection. Where the presence of static electricity is indicated by tests, permanent ground wires or metal combs must be provided to remove it. The Regulations specify the fire extinguishing equipment to be provided and require every elevator to have a watchman.

Quebec Minimum Wage Act

Holidays With Pay.—An annual holiday of one week with pay after one year's employment is provided for most workers in Quebec by a new Order, Order 3, issued under this Act, and approved by an Order in Council of July 17, gazetted and effective on July 27, 1946. The Act was amended at the last legislative session, to give the Minimum Wage Commission power to require employers to give their workers annual holidays with pay. The Collective Agreement Act was also amended to provide that provisions concerning holidays with pay in agreements under the Act may be made legally binding (L.G., 1946, p. 681).

The following workers are excluded from the provisions of the new holidays Order: domestic servants, farm labour, and workers covered by an agreement under the Collective Agreement Act, all of whom are excluded from the Minimum Wage Act; workers in seasonal industries, building construction, forest operations, janitors and watchmen of any immovable property, employees of municipal, school or other public corporations and workers excluded from the

application of a Wage Order or entitled by another Order to an annual holiday.

The new Order provides that any worker governed by it is entitled annually to a continuous paid holiday of one week after one year's continuous employment with his employer or to a half-day for each calendar month of employment if he has worked less than a year. A week's holiday must include at least six working days, in all, seven days.

Holidays must be given within 12 months from the May 1 following the expiration of the worker's year of employment and an employer must give 15 days' notice of the date of a worker's holiday. A worker entitled to a holiday as of May 1, 1946, must be given it before December 31, 1946, however.

A worker must be paid for his holiday before he takes it, the pay to consist of the wages he would have earned during that week, if he is paid on a time basis, or of two per cent of the wages he earned during his year of employment, if he is paid on any other basis. A worker's benefit rights, such as pensions, sick leave, etc., are not to be affected by the holiday.

A worker who leaves his employment before he has taken his holiday, will be entitled to the holiday pay due him at his holiday time, together with two per cent of the wages earned after the May 1 before he leaves his job.

The Order prohibits any agreement contrary to its provisions even when the agreement provides a compensating indemnity.

Taverns.—Order 23 governing taverns in Montreal and district was amended by an Order, approved by an Order in Council of July 3, gazetted and effective on July 13. The amended Order requires an employer to grant an annual holiday with pay of one week to a regular worker who has worked 12 months. If the worker leaves before he has taken his holiday he must be paid a day's wages (nine hours) for each period of two months he has worked since the January 1 before his departure.

A new provision forbids the employment of anyone under 20 years of age. It may be noted here that the Quebec Alcoholic Liquor Act declares guilty of an offence anyone under 20 who performs "the duty of clerk" in any tavern.

Other changes made by the new Order require a worker to be given at least one hour's rest, instead of half an hour, after six consecutive hours of work, fix a three-hour minimum for any worker called to work (formerly temporary bartenders and waiters were excluded), and stipulate that an employee can be classed as a bartender apprentice only in a tavern which has at least one bartender, or as a temporary waiter only in a tavern with at least two regular workers. Bartenders and waiters, who may not be required to clean anything except glasses and tables while the tavern is open, will now be paid at double rates for such work, but time so spent may not be included in the calculation of overtime for which time and one-half is paid.

Legal Decisions Affecting Labour

Damages, not Compensation, Available in Ontario for Accident on Way to Work due to Driver's Negligence

In an action on June 18 for damages for physical injuries, Mr. Justice Urquhart of the Ontario High Court of Justice held that the employees who had been injured on the way to their employment when their bus collided with a truck had a right of action against the negligent third parties, the bus and transport companies, and awarded damages. It was held the accident was not within the scope of Part I of the Ontario Workmen's Compensation Act since the accident did not arise "out of and in the course of the employment".

The plaintiffs were employed by the General Engineering Company at its plant about four miles from Toronto. This plant was engaged on war work for the Dominion Government.

The employer company had a contract with Hollinger and Co. to transport to and from work such employees as desired transportation. No charge was made to the employees for this service and they were not paid for the time spent in transit. The accident occurred on January 26, 1945. The actions were originally brought against the Engineering Company, Hollinger and the other transport company, but were discontinued at trial as against the Engineering Company. The remaining defendants admitted that their joint negligence caused the collision.

Mr. Justice Urquhart pointed out that by the Ontario Workmen's Compensation Act, the plaintiffs could not recover damages where all parties concerned and the plaintiff's employer were under Part I of the Act. Both defendants were employers within Part I. The principal questions were whether the Engineering Company at the time of the accident came

under Part I and whether the accident arose out of and in the course of employment as stipulated in the Ontario Act. The Act adds that proof that the accident arose "out of" the employment raised a presumption that it occurred "in the course of" employment unless the contrary was shown and vice versa.

Mr. Justice Urquhart considered that "arising out of the employment" was interpreted by the other and more important expression, "in the course of the employment". In his opinion, the accident must have arisen both "out of" and "in the course of" employment, before the Act could apply to prevent an action against a third party, even though that party was also under Part I.

On the question whether the accident occurred "in the course of the employment", Mr. Justice Urquhart quoted from 34 Halsbury, p. 824:

In general, the employment begins as soon as the workman has reached the place where he is employed, or the means of access thereto, and continues until he again reaches the same point at the end of his work.

Appeal cases were cited in which the point arose as to whether a workman, who had the right, by the terms of his employment, to use certain facilities but was under no duty or necessity to do so, was not entitled to statutory protection when doing so. Mr. Justice Urquhart concluded that the accident to the plaintiffs did not arise in the course of their employment and it was doubtful also whether it could be said to have arisen out of the employment. It was not, therefore, within the scope of Part I of the Ontario Act.

As regards the status of the plaintiffs in relation to the Dominion Government, it was argued that their employer was acting as an agent of the Crown in carrying on the work of this particular plant and that, therefore, the plaintiffs and their employer were under the Government Employees' Compensation Act which does not bar actions against third parties, and not under the Ontario statute. Mr. Justice Urquhart agreed with this contention.

The plaintiffs, therefore, had a right of action against the defendants, since the latter admitted negligence, and the final question for determination by the Court was the assessment of damages.

An advance of partial damages by the Dominion Government for loss of time and medical bills was considered a gratuitous payment made in order to prevent any dislocation and disturbance in a period when great production was required. These sums were later repaid or authorized to be repaid by the

plaintiffs. The Court held, therefore, that these payments should not have the effect of exempting the negligent parties from the results of their responsibility for the accident.

The defendants' claim that the Court, in assessing damages, should take into consideration only "take-home" pay, excluding income tax and unemployment insurance deductions, was rejected. The proper amount to be assessed for loss of wages, the Court found, was the gross amount owing to each claimant by the Company. Moreover, either as a result of the closing down of the plant in July, 1945, or because of the continuance of their injuries, few of the plaintiffs had worked long enough in 1945 to be liable for income tax. The damages were assessed and judgment awarded accordingly with costs.—*Bowers et al. v. J. Hollinger and Co. Ltd. et al.* (1946) Ontario Weekly Notes 608.

House of Lords Holds Factory Law Gives No Protection Against Injury From Materials Thrown From Machine

A permanent injury to the hand caused by a small sliver of wood which flew from a circular saw which she was working is not ground for damages based on a breach of the statutory duty to fence machinery under the British Factories Act, 1937, and the Woodworking Machinery Regulations, 1922. Neither were the employers guilty of any breach of their common law duty.

As reported in *The Ministry of Labour Gazette*, June, 1946, the House of Lords held, on April 12, that Section 14 (1) and (2) of the Factories Act imposed an obligation to provide a guard against contact with any part of a dangerous machine but did not impose any obligation to guard against dangerous materials or articles ejected from a machine in motion. Similarly, the Woodworking Regulations require safety precautions to safeguard the operator from the machinery but do not provide for protection from materials in motion in the machine.

This decision confirmed the judgment of the Court of Appeal which had reversed that of the trial Judge. The latter allowed damages on the ground that, notwithstanding that the employers had complied with the Regulations and with Section 14 (1) and (2), it was also their duty under Section 14 to prevent material which was being operated on by the circular saw from flying out and injuring the workman.

Section 14 of the Factories Act, 1937, stipulates—

- (1) Every dangerous part of any machinery other than prime movers and transmission machinery shall be securely

fenced unless it is in such a position or of such construction as to be safe to every person employed or working on the premises as it would be if securely fenced: Provided that, in so far as the safety of a dangerous part of any machinery cannot by reason of the nature of the operation be secured by means of a fixed guard, the requirements of this subsection shall be deemed to have been complied with if a device is provided which automatically prevents the operator from coming into contact with that part.

Subsection (2) empowers the Secretary of State to make regulations directing the type of device which shall be used in connection with any particular class of machinery.

In dismissing the appeal, the House of Lords pointed out that while subsection (3) authorizes the Secretary of State to make regulations, as respects any machine or process, requiring the fencing of materials or articles which are dangerous while in motion in the machine, no such regulations have been made and therefore the employers had not failed in their statutory duty. *Nicholls v. F. Austin (Leyton) Ltd.* House of Lords, April 12, 1946.

English Court Grants Interlocutory Injunction Restraining Workers from Assisting Trade Rival in Spare Time

The English Court of Appeal on February 5 unanimously allowed the appeal of a company for an interlocutory injunction to restrain a rival company from employing five of the appellants' highly skilled manual workmen during their spare time. These workmen who had been employed by the appellant company, manufacturers of midget valves for hearing aids for several years, with no written contract, but on a normal 5½-day-week agreement subject to 24 hours' notice, worked on Sundays for a considerable period for the defendant company without their employers' knowledge and consent.

The defendants were a company which had recently entered the same field, two of its directors and a highly skilled man, Davies, and his wife, all of whom had been employed by the plaintiffs in responsible positions requiring skill and knowledge. The defendant company manufactured not only midget valves but complete hearing aids embodying these valves. The individual defendants secretly induced the five workmen to put their skill and experience at the disposal of the defendant company, thus enabling it to develop its business from the early stages to that of a competitor.

There was no evidence that the employees concerned had made use of any confidential information, and Mr. Justice Cohen had, on December 14, 1945, refused to grant an injunction, considering that the evidence did not show a breach of any implied obligation and did not warrant the issue of a restraining order.

In his judgment, Lord Greene, Master of the Rolls, emphasized that in dealing with an interlocutory appeal, the Court could pay regard only to the evidence before it which was not necessarily complete. When the action came to trial, more evidence might be disclosed and a different aspect be given the dispute. The question before the Court was whether or not a *prima facie* case was established and if so, whether an interlocutory injunction was the appropriate remedy or whether matters should be allowed to stand until the trial.

The appeal, he pointed out, concerned a branch of law which had not been fully explored. In normal times the plaintiffs would have had as an obvious remedy the right of summary dismissal of the employees in question but the application of the Essential Work Order and the shortage of labour made it unreasonable to expect them to adopt this course.

The secrecy which was maintained indicated that the workers knew that what they were doing was, if not legally wrong, at least morally reprehensible. Lord Greene agreed with the lower Court that there was no evidence of disclosure of confidential information but he considered that it would be inevitable if the employees continued to work for the defendants that they would disclose information concerning improvements or experiments made in the plaintiffs' business.

As regards an employee's obligation of fidelity which is an implied term of the contract of employment, it would appear *prima facie* that the extent of such obligation depended on the facts of each particular case and might extend very much further in some cases than others—

The law would, I think, be jealous of attempting to impose on a manual worker restrictions the real effect of which would be to prevent him utilizing his spare time . . . On the other hand, it would be deplorable if it were laid down that a workman could consistently with his duty to his employer, knowingly, deliberately and secretly set himself to do in his spare time something which would inflict great harm on his employer's business.

Lord Greene dismissed the defendants' argument that, even if a *prima facie* case had been made out, in the absence of the five workers as parties, the action was not properly constituted, declaring that there was a very good practical reason why these workmen should not be joined in the action and that the Court should be able to decide the question satisfactorily in their absence. Neither could the argument be allowed to prevail, in view of the Essential Work Order, that if the plaintiffs were right the work-people could be dismissed for misconduct. Lord Greene concluded that there was a *prima facie* case and the balance of convenience and fairness was in favour of an injunction.

In this Lords Justices Morton and Bucknill concurred. The former quoted a dictum in *Robb v. Greene* (1895)—

I think that it is a necessary implication that must be engrafted on such a contract (that is a contract of service) that the servant undertakes to serve his master with good faith and fidelity.

In his view, although the five employees had not broken any express term of their contract, an employee's implied duty of fidelity extended to his spare time. In the granting of an interlocutory injunction no irreparable damage would be done to the defendants, even if it should turn out at the trial that an injunction should not have been granted, and the employees in question would only be prevented from doing some rather hard work in their leisure time for which they received only their expenses. *Hivac, Ltd. v. Park Royal Scientific Instruments Ltd.* (1946) All England Reports 350.

Accidents and Production Costs

The Industrial Accident Prevention Associations in their "Memorandum to Executives", for July, emphasize the importance of industrial accidents as factors in production costs.

It is pointed out that "in Ontario in the first five months of this year there was about the same number of accidents reported as in the full year 1934; namely, 54,049 and 54,730, respectively. In the first five months of 1946 \$6,437,804.38 were awarded by the Workmen's Compensation Board, while in the 12 months of 1934, the awards were \$4,499,707.23".

The suggestion is made that some further research work in accident control is necessary at present. It is stated that "research indicates that for each average dollar paid out for compensation, four more dollars are lost in indirect costs by the employing firm. The indications, therefore, are that additional research on accident causes by the average industrial executive, will, if followed by appropriate action, more than pay its way and

contribute something worth while towards holding down overall costs of production."

The following comparative figures covering the first six months of 1945 and 1946 in all Ontario industries illustrate the accident incidence and the advantages to be derived from definite action based on a continuing study of the problem.

	1945	1946
Total injuries reported	59,443	64,214
Fatal cases included in total ...	239	207
Total compensation		
and medical aid		
awarded	\$6,720,603.78	\$7,810,167.57
Medical Aid Costs		
in above figures .	\$1,018,126.38	\$1,164,769.84

In June, 1946, there were 10,165 accidents reported by industry in Ontario to the Workmen's Compensation Board, including 16 fatal cases. In that month the awards by the Board totalled \$1,372,363.19, of which \$163,931.90 covered medical costs.

Rehabilitation

Rehabilitation of Ex-Service Personnel

Use of Government Aids up to June 1, 1946

BY the first of June demobilization in Canada had neared completion, more than 900,000 persons having been discharged since the beginning of the war. The rate of demobilization had also declined considerably from the high level of the fall and winter months.

In view of the speed with which demobilization has been achieved, it was to be expected that a certain degree of unemployment would be experienced among ex-service men and women.

Unemployment among ex-service personnel is, however, declining steadily from a peak reached at the end of March, a date at which seasonal unemployment in the country was at its height and the rate of demobilization was still high. At March 31 the number of unplaced ex-service men registered at Employment Offices was 83,029, by May 31 this total had dropped to 72,370, and by the end of June to 61,000. Total unemployment in the country at the same period, as measured by unplaced applicants registered at Employment Offices, was about 179,000. The proportion of the total unemployed who are ex-service men was 34 per cent at the end of June.

The seasonal upswing in industrial activity has created employment particularly for construction workers and metal workers. This is evident in the decreased number of ex-service men classified in these occupations registered with the National Employment Service. However, the number of applicants for clerical work has shown an increase.

In the past year more than half a million adult men and women were added to the civilian labour force through the demobilization of the Armed Services. These workers represent about one out of every nine persons classed as employables in Canada.

Approximately 95,000 Canadians still remain in uniform, of more than 1,100,000 who enlisted with the wartime services. The exact proportion of these who will be discharged is not known, but it is evident that demobilization is fast approaching completion.

During May 28,522 ex-service men were placed in employment by local offices of the National Employment Service. A campaign of

information is being currently conducted to place before employers the skills and talents of veterans, particularly those who suffered serious disability in this war. From April 15 to May 14 there were 444 handicapped ex-service men placed by the National Employment Service offices. At the middle of May, 2,041 handicapped ex-service men were registered as unplaced applicants.

The occupational categories of unplaced ex-service personnel are listed in Table 1.

Reinstatement

About one in every four of the returning veterans is returning to his pre-war employment. Since August 1, 1945, about 150,000 ex-service men have been reinstated in their old jobs.

Post-Discharge Re-establishment Order

There has been an increase in demand for the various rehabilitation aids provided by the Government. Up to the end of May, 131,000 persons had received benefits under the Post-Discharge Re-establishment Order.

The number of persons receiving out-of-work benefits increased from 43,500 at March 31 to 48,500 at April 30. By the end of May, however, the number had dropped back to the March level. There were 6,600 awards granted in April and 6,800 in May.

Enrolment in vocational training and pre-matriculation courses was 30,200 at the end of May. Almost as many persons were receiving university education benefit, the number dropping from 30,000 to 27,000 between the end of March and the end of May. About 14,800 persons were receiving "awaiting returns" awards, while 83 were receiving temporary incapacity benefit.

Re-establishment Credit

Re-establishment credit has been increasingly popular with ex-service men, some 200,000 payments having been made up to the end of May. Of these, 120,000 were for the purchase of furniture and household equip-

ment, 17,600 for home owning (610 under the National Housing Act); 14,000 for repairs and modernization of homes; 25,600 for the provision of working capital; 16,700 for the purchase of tools, instruments or equipment; 1,500 for the purchase of a business; and the remainder for other purposes.

Veterans' Land Act

Almost 35,000 ex-service men had qualified for benefits under the Veterans' Land Act up to the end of May. Of this number, 8,343 had been actually established in farming or fishing activities.

TABLE I.—OCCUPATIONAL CATEGORIES OF EX-SERVICE PERSONNEL UNPLACED AT MAY 31, 1946

Occupational Group	May 31, 1946
Professional and managerial workers.....	3,894
Clerical workers.....	7,299
Sales workers.....	4,181
Service workers.....	3,720
Agricultural workers.....	2,081
Fishermen.....	415
Skilled and semi-skilled workers.....	25,443
Food products.....	343
Textiles, clothing, etc.....	264
Lumber and wood products.....	713
Pulp and paper makers.....	33
Printing.....	193
Leather and products.....	194
Stone, clay, and glass.....	27
Electrical workers.....	1,038
Mining and quarrying.....	401
Construction workers.....	2,391
Metalworkers.....	4,056
Miscellaneous.....	15,790
Unskilled workers.....	25,337
Total.....	72,370

Handicapped Workers in Industry

WHILE not a new problem, the necessity of absorbing into commercial and industrial life large numbers of permanently impaired veterans, has focussed attention on the performance of handicapped workers in industry.

Many employers learned during recent years that men and women with physical disabilities can be desirable workers if they are carefully placed in jobs where their disabilities do not constitute handicaps. Traditional prejudices of many employers with respect to the employment of workers having physical defects, are being gradually overcome.

A brochure recently issued by the Industrial Hazards Division of the Bureau of Labor Statistics at Washington presents a progress report concerning factual information obtained from industrial plants that employ impaired workers in sizeable numbers. The records of such workers were matched with those of unimpaired workers in the matters of production, absenteeism, accident hazards and performance in general, with a view to making accurate statistical comparisons. The brochure covers investigations into nine plants where 908 impaired workers were matched with 1,165 unimpaired workers. Only serious impairments were studied.

Output.—It was found that the average weekly output of impaired workers was "2.8 per cent better than that of unimpaired workers on the same job. The performance of impaired workers excelled in every one of the plants which had a careful placement program". It fell below that of unimpaired fellow workers in one of the plants that did not have a placement program.

Efficiency.—In the matter of efficiency, "impaired workers produced 3.6 per cent more for every hour worked than did their unimpaired co-workers on the same jobs. The significance of careful placement is emphasized by the fact that the efficiency of impaired workers was better in each of the four plants which had a careful placement program. In some of the plants without such a program, the reverse was true".

Work Injury Frequency.—It was disclosed that "the number of work injuries per month per 100 workers was identical for both impaired and unimpaired workers. Each had 20 such injuries, and practically all of these required only first aid".

Absenteeism.—With respect to absenteeism, the difference between the two groups was negligible. "Scheduled work hours lost be-

cause workers were absent from work because of illness or other reasons amounted to 3.2 per cent for impaired workers and 3.3 per cent for unimpaired." However, the absentee "rates for impaired women (of whom very few were employed) were higher than for unimpaired women, largely because of lack of satisfactory placement programs in certain plants."

Labour Turnover.—Separation figures given represent only "voluntary quitting" by workers and cover an unusual wartime period when labour turnover was high. "The quit rate for unimpaired workers was 2½ times as high

as that of the impaired". It is pointed out, however, that "mobility of impaired workers is, of course, not usually as great as for the unimpaired."

The conclusions reached from these preliminary findings were that when impaired workers have been placed in jobs in which their impairments are not handicaps, "they do as well—and frequently better—than the so-called normal workers." The Veterans' Administration at Washington has planned to continue the study in a greater variety of jobs and industries with a view to obtaining more conclusive statistics.

Medical Treatment of Ex-Prisoners of War

A complete medical examination for each of the more than 8,000 Canadians who were prisoners of war has been announced by the Department of Veterans Affairs.

"The examinations are being given to safeguard the health of World War II veterans who endured the hardships of captivity. They will be repeated as often as is necessary for their medical protection, and within another six months in any case."

The plan calls for the first examination to be given six months after the former prisoner's discharge. Arrangements are proceeding to put the program into effect, and letters have been sent out to veterans listed as ex-POW's

by the three services, inviting them to take advantage of the facilities offered, in their own interest.

"Many of these men were subjected to prolonged malnutrition and unhygienic conditions," Hon. Ian Mackenzie, Minister of Veterans Affairs, stated. He continued: "Extra precautions are well justified. The examinations are to be conducted largely in DVA treatment centres. Provincial health authorities have been approached, and it is anticipated they will give their fullest co-operation."

The Canadian Army lists 6,548 former prisoners of war; the RCAF 2,525, and the Royal Canadian Navy 97.

New York Veterans and Education

It is reported in the *New York Times* of July 31, that the Veterans Administration of the State of New York is starting "an all-out program to provide thousands of job-training opportunities for some 120,000 New York veterans who will seek entrance to overcrowded schools and colleges by October".

According to the Veterans Administration 36 per cent of a sample group of ex-servicemen, who were eligible for training and schooling, planned to attend college; 23 per cent chose Trade schools and 16 per cent elected on-the-job training. The acting deputy administrator is quoted as saying: "With colleges and schools already overcrowded, many of these veterans will have to choose an alternate means of obtaining an education. . . The administration is making every effort to provide this alternate means of education."

An employment survey of New York industry is being conducted, which when completed, is expected to show what on-the-job training prospects there are in the state and thus pave the way for the creation of many job-training opportunities.

Evidence of the serious purpose of veterans enrolled in colleges is provided by New York University. Disabled veterans at the School of Commerce, Accounts and Finance won, in the Spring semester, a greater number of scholastic honours in ratio to their enrolment than the able-bodied veterans, or the non-veteran students. Moreover, "the veterans as a whole took the academic laurels from the rest of the student body." While they comprised only 48 per cent of the student body, they took 62 per cent of the coveted positions on the dean's list. To qualify for this list, "a student must receive a scholastic grade of over 80 per cent in at least eight subjects on his regular program, and the same grade in five subjects if he attends the evening division."

The dean of the school stated that "It has been the experience of the faculty as a whole, the veterans are more serious minded and industrious than they were before their war experiences". He pointed out that "the majority of the veterans now attending the school had been students there before the war".

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:—

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Re-training of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the provinces for vocational schools.

Cumulative Enrolment

From the inception of the Training Program up to June 30, 1946, the gross enrolment of discharged members of the forces for training, has been 76,364.

The gross enrolment in the training of industrial supervisors and foremen has been 21,938.

As there have been no further classes for War Industries or for tradesmen for the Armed Forces since March, the accumulated enrolments for these fields are no longer given in this statement.

Training of Discharged Members of the Forces

The total number of veterans enrolled on June 30, in all categories of training, was approximately the same as for May 31, but the distribution shows certain significant changes. There was an increase of 1,029 men and women training on the job in industry, but the following decreases were shown in the other classes:—

Pre-matriculation	533
Private Trade Schools and Commercial Schools	191
Canadian Vocational Training Schools	266

Substantial numbers of trainees in the schools left their courses to accept employment during the Summer months, particularly in the building trades, and it is anticipated that there will be still further reductions in enrolments until the return in the Fall, when a seasonable increase is expected. The indications are that the peak of enrolments in pre-matriculation courses has been passed, and the number in these courses will show a continued decrease from now on.

The maximum number of new trainees enrolled in any month, 10,750, was in January.

From that date there has been a steady decline, but the minimum of new enrolments is shown for June, namely, 5,990. On the other hand there has been a continuous increase in the number of those completing training, from 1,101 in January to 3,552 during June.

As of June 30, the distribution of the enrolment in the following types of training was as follows:—

	Per Cent
Correspondence courses	2.2
Private Trade Schools and Business Colleges	12.2
Training-on-the-job in Industry.....	27
Pre-matriculation classes in special CVT Centres	24.9
Vocational and Commercial classes in special CVT Centres.....	33.7

No new Training Centres have been opened during the past month, although a number of new courses of Vocational Training have been started in the existing training centres. In most places sufficient machinery and capital equipment is now available although there are still shortages in certain lines such as watch repair. Shortages of materials, instructional supplies and certain types of hand tools are still causing serious difficulty in providing thorough practical instruction throughout the country, particularly in plumbing and electrical supplies and even in such items as sheet metal, lumber and nails.

In order to provide living accommodation and messing facilities for the trainees, Canadian Vocational Training is now carrying on residential centres in the following places:— North Sydney, N.S., Windsor, N.S., Pictou, N.S., Moncton, N.B., St. Paul l'Ermite, P.Q., Prescott, Ont., Brockville, Ont., and Red Deer, Alberta. In some of these centres the catering arrangements have been let to outside firms following submission of tenders, but in others, Canadian Vocational Training is handling it directly. In other centres, cafeterias and canteens are being operated for the convenience of the trainees.

Students' Councils have also been established in nearly all the larger training centres, with representatives elected by the student body. These councils have been found to be of great assistance in presenting to the Director of each centre, in an orderly manner, suggestions and complaints from the students. They have also been active in the promotion of recreational activities.

TABLE 1.—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1946 TO JUNE 30, 1946

	NUMBERS IN TRAINING				COM- PLETIONS	WITH- DRAWALS
	From April 1/46 to June 30/46	At First of June	Enrolled in June	At End of June	From April 1/46 to June 30/46	From April 1/46 to June 30/46
Dominion Summary						
Men.....	12,070	9,212	1,615	10,237	847	986
Women.....	201	148	25	152	12	37
Total.....	12,271	9,360	1,640	10,389	859	1,023
Prince Edward Island						
Men.....	101	65	11	73	19	9
Women.....	1	.....	1	1	.....	.....
Total.....	102	65	12	74	19	9
Nova Scotia						
Men.....	357	272	57	309	18	30
Women.....	4	3	.....	3	1	.....
Total.....	361	275	57	312	19	30
New Brunswick						
Men.....	257	196	40	225	10	22
Women.....	5	4	1	4	1	.....
Total.....	262	200	41	229	11	22
Quebec						
Men.....	1,822	1,345	222	1,448	64	310
Women.....	25	18	2	19	.....	6
Total.....	1,847	1,363	224	1,467	64	316
Ontario						
Men.....	5,625	4,434	803	5,079	248	298
Women.....	97	73	12	73	4	20
Total.....	5,722	4,507	815	5,152	252	318
Manitoba						
Men.....	1,331	991	197	1,101	131	99
Women.....	13	10	3	11	2	.....
Total.....	1,344	1,001	200	1,112	133	99
Saskatchewan						
Men.....	519	380	57	410	71	38
Women.....	7	3	2	5	1	1
Total.....	526	383	59	415	72	39
Alberta						
Men.....	994	754	114	776	114	104
Women.....	32	25	3	24	.....	8
Total.....	1,026	779	117	800	114	112
British Columbia						
Men.....	1,064	775	114	816	172	76
Women.....	17	12	1	12	3	2
Total.....	1,081	787	115	828	175	78

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1946 TO JUNE 30, 1946

	NUMBERS IN TRAINING				COM- PLETIONS	WITH- DRAWALS
	From April 1/46 to June 30/46	At First of June	Enrolled in June	At end of June	From April 1/46 to June 30/46	From April 1/46 to June 30/46
Dominion Summary						
Correspondence.....	908	796	77	843	21	44
Men.....	3	3		3		
Pre-Matriculation.....	14,130	9,782	1,311	9,249	3,634	1,247
Men.....	466	317	69	316	80	60
Women.....						
Total.....	15,497	10,895	1,457	10,411	3,735	1,351
Prince Edward Island						
Correspondence.....	6	6		6		
Men.....						
Pre-Matriculation.....	98	58		45	49	4
Men.....	1	1			1	
Women.....						
Total.....	105	65		51	50	4
Nova Scotia						
Correspondence.....	14	14		14		
Men.....						
Pre-Matriculation.....	281	227	20	233	33	15
Men.....	12	11		9		3
Women.....						
Total.....	307	252	20	256	33	18
New Brunswick						
Correspondence.....	7	7		7		
Men.....	1	1		1		
Pre-Matriculation.....	400	271	48	271	98	31
Men.....	8	5	2	6	2	
Women.....						
Total.....	416	284	50	285	100	31
Quebec						
Correspondence.....	90	80	7	86	1	3
Men.....	1	1		1		
Pre-Matriculation.....	1,396	923	89	935	397	64
Men.....	3	3		3		
Women.....						
Total.....	1,490	1,007	96	1,025	398	67
Ontario						
Correspondence.....	508	449	33	464	18	26
Men.....						
Pre-Matriculation.....	6,664	4,659	814	4,684	1,433	547
Men.....	163	108	30	117	28	18
Women.....						
Total.....	7,335	5,216	877	5,265	1,479	591
Manitoba						
Correspondence.....	53	51	2	50		3
Men.....						
Pre-Matriculation.....	1,305	734	197	646	476	183
Men.....	101	60	22	63	14	24
Women.....						
Total.....	1,459	845	221	759	490	210
Saskatchewan						
Correspondence.....	92	67	22	87		5
Men.....						
Pre-Matriculation.....	1,336	955	48	731	462	143
Men.....	86	68	6	59	21	6
Women.....						
Total.....	1,514	1,090	76	877	483	154
Alberta						
Correspondence.....	95	79	13	86	2	7
Men.....	1	1		1		
Pre-Matriculation.....	1,644	1,183	92	1,027	404	213
Men.....	45	26	9	32	6	7
Women.....						
Total.....	1,785	1,289	114	1,146	412	227
British Columbia						
Correspondence.....	43	43		43		
Men.....						
Pre-Matriculation.....	1,006	772	3	677	282	47
Men.....	37	35		27	8	2
Women.....						
Total.....	1,086	850	3	747	290	49

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1946 TO JUNE 30, 1946

	NUMBERS IN TRAINING				COMPLETED TRAINING	WITH- DRAWALS
	From April 3/46 to June 30/46	At First of June	Enrolled in June	At End of June	From April 1/46 to June 30/46	From April 1/46 to June 30/46
<i>Dominion Summary</i>						
Men.....	23,749	15,718	2,565	15,250	4,882	3,647
Women.....	3,065	2,335	328	2,368	397	306
Total.....	26,814	18,053	2,893	17,618	5,279	3,953
<i>Prince Edward Island</i>						
Men.....	91	52	18	62	18	11
Women.....	9	7		6	3	
Total.....	100	59	18	68	21	11
<i>Nova Scotia</i>						
Men.....	1,135	718	214	826	214	95
Women.....	84	77		75		9
Total.....	1,219	795	214	901	214	104
<i>New Brunswick</i>						
Men.....	1,204	782	218	828	188	188
Women.....	94	83	5	80	11	3
Total.....	1,298	865	223	908	199	191
<i>Quebec</i>						
Men.....	4,520	3,376	318	2,926	398	1,196
Women.....	451	355	30	333	82	36
Total.....	4,971	3,731	348	3,259	480	1,232
<i>Ontario</i>						
Men.....	10,250	7,070	1,269	7,104	2,202	944
Women.....	1,077	814	133	829	126	122
Total.....	11,327	7,884	1,402	7,933	2,328	1,066
<i>Manitoba</i>						
Men.....	2,100	1,147	137	1,027	700	373
Women.....	305	228	23	218	44	43
Total.....	2,405	1,375	160	1,245	744	416
<i>Saskatchewan</i>						
Men.....	1,146	622	81	569	425	152
Women.....	243	179	24	186	37	20
Total.....	1,389	801	105	755	462	172
<i>Alberta</i>						
Men.....	1,669	878	111	777	364	528
Women.....	317	231	40	241	36	40
Total.....	1,986	1,109	151	1,018	400	568
<i>British Columbia</i>						
Men.....	1,634	1,073	199	1,131	373	160
Women.....	485	361	73	400	58	33
Total.....	2,119	1,434	272	1,531	431	193

Vocational Training for Ex-Service Women

WITHIN certain limits the proportion of ex-service women who enrol for post-discharge vocational training in Canada parallels that of ex-service men.

The total enlistments and discharges of women in the three Armed Services up to June 30, 1946 are shown in the following table:—

	WRCNS	CWAC	RCAF	Total
Enlistments.	6,675	21,600	17,033	45,308
Discharges.	6,375	18,700	15,133	40,208
On Strength.	300	2,900	1,900	5,100

There have been 5,179 women enrolled under CVT during the period from April 1, 1945 to June 30, 1946, of whom 422 were enrolled during June, 1946, with the following breakdown in types of training:—

Training-on-the-job	274
Training in Schools.....	4,354
Pre-Matriculation or Correspondence..	551
	5,179

Of this number 1,271 had graduated and been placed in employment; 1,069 had discontinued training and the remainder, 2,839 were proceeding with the courses they had selected.

Approximately 13 per cent of the women discharged up to June 30 have received training under the CVT program. However, of some 1,100 discharged in June, 422, or

slightly less than 39 per cent, were enrolled for vocational training. This proportion corresponds more closely to earlier surveys on "Demand for Training" carried out by the three Armed Services.

While there was a decline in the number of women enrolled for training during June, 1946, the over-all percentage increased. It may be noted that a great many women who were discharged at an earlier date were released on compassionate grounds, and for marriage, etc. These, for the most part, did not desire to take advantage of training opportunities. Moreover, employment conditions for women veterans have been sufficiently attractive to remove, in some measure, the immediate necessity for further training.

The following courses have been the most popular choices of women veterans:—

Commercial	1,292	46 per cent
Hairdressing	431	16 per cent
Dressmaking	388	14 per cent
Pre-matriculation	316	11 per cent

The 11 per cent taking pre-matriculation work were doing so either for vocational purposes or to satisfy university requirements.

The accompanying table provides a summary by provinces of the numbers of women taking the several types of training during the period April 1, 1945 to June 30, 1946.

WOMEN'S REHABILITATION TRAINING, APRIL 1, 1945 to JUNE 30, 1946

	Training in Schools	Training on-the-Job	Pre-Matric- ulation	Corres- pondence	Totals	
	—	—	—	—	From April 1/45 to June 30/46	Enrolled in June 1946
DOMINION SUMMARY.....	4,354	274	546	5	5,179	422
Prince Edward Island.....	15	1	1		17	1
Nova Scotia.....	94	6	14		114	
New Brunswick.....	133	7	8	1	149	8
Quebec.....	626	36	3	1	666	32
Ontario.....	1,482	116	201	1	1,800	175
Manitoba.....	492	16	124		632	48
Saskatchewan.....	347	8	95	1	451	32
Alberta.....	500	51	54	1	606	52
British Columbia.....	665	33	46		744	74

*Activities of Unemployment Insurance Commission**

Growth of Fund in Five Years—Registrations and Benefit During June— Chairman of Commission Resigns—Umpire's Decisions

FIVE years ago, on July 1, 1941, the unemployment Insurance Act came into force and the Commission began the collection of contributions to the unemployment insurance fund from employers and workers in insurable employment. Benefit payments were not commenced until early in February, 1942, as the first statutory condition for the receipt of benefit by any unemployed insured worker requires that not less than 30 weekly, or 180 daily contributions be made.

In February, 1942 (portion of month), 663 persons filed claims for benefit and \$983.09 was paid to claimants. In March, 1942, the number filing claims rose to 4,124 and benefit payments increased to \$26,769.83.

From the outset, the number of persons filing claims and the amounts paid in benefit have followed a seasonal pattern, being relatively high at the beginning and end of each year and lowest during the early summer months. However, the general trend has risen steadily, reaching its highest level to date during the winter of 1946. In all, 71,932 persons filed claims for benefit in January, 1946, while the peak in expenditure for benefit payments for any single month was reached in March, 1946, with a total of \$9,926,293.28. That was the only month since the inception of the Act that benefit payments were in excess of monthly revenue.

During the five years ending June 30, 1946, employer-employee contributions totalled \$297,762,652.06. The Dominion government's contributions, as provided under Section 77 of the Act, amounted to \$59,552,530.41 and the revenue from interest and profits on the sale of securities \$20,087,801.67. Thus, the total revenue during the five years amounted to \$377,402,984.14. For the same period, \$53,398,929.20 was paid in benefit, leaving a balance of \$324,004,054.94 in the Fund on June 30, 1946.

Claims for benefit.—Claims for unemployment insurance benefit in Canada during June showed a greater decline than in the preceding month, numbering 30,646 as compared with 34,777 in May and 35,781 in April, according to the statistical report on the operation of the Unemployment Insurance Act issued by the Dominion Bureau of Statistics. During June last year 10,857 applications were filed. The June decline

was fairly general across Canada, lower figures being recorded in all provinces except Prince Edward Island and Quebec, which had increases of 29 and 1,541 respectively.

There was a decline also in the number of live claims at June 30 as compared with May 31. These totalled 82,382 (60,210 males and 22,172 females) as against 98,810 (74,130 males and 24,680 females) at the end of May. The decrease of 16,428 in the total compares with a drop of 25,140 in the preceding month, and was spread through all provinces. The number of live claims at June 30 last year was 17,242 (9,230 males and 8,012 females).

Unemployment insurance fund.—Total revenue during the month of June amounting to \$7,123,236.51 showed an increase of \$76,013.19 or one per cent over the monthly average of \$7,047,223.32 for the first five months of the year 1946.

Benefit payments in June this year amounted to \$4,468,245.05, a decrease of \$1,496,680.05 or 25 per cent from the monthly average of \$5,964,925.10 for the first five months of the year 1946.

As a result of the increase of revenue over benefit payments the Fund shows an increase of \$2,654,991.46 in June.

Insurance registrations.—Reports received from Local Offices of the Unemployment Insurance Commission showed that as at June 30, 1946, 2,410,565 employees were issued with Insurance Books and had made contributions to the fund at one time or another since April 1, 1946, an increase of 55,399 since May 31, 1946.

As at June 30, 1946—165,047 employers were registered as having insurable employees, an increase of 3,464 since May 31, 1946.

Registrations as at June 30, 1946, by regions, are shown in Table 1.

Chief Commissioner resigns.—Honourable Humphrey Mitchell, Minister of Labour, announced in the House of Commons on July 25, the resignation of Mr. Louis J. Trotter, as Chairman of the Unemployment Insurance Commission, effective September 30, 1946.

The Minister stated that the resignation had been accepted with regret and the appointment of a new Chairman would be made as soon as possible.

Mr. Trotter received the appointment in March, 1942 to succeed the late Dr. Joseph Sirois. (L.G., April, 1942, p. 449.)

*Statistics (including tables) are based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 1.—REGISTRATIONS AS AT JUNE 30, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,622	172,760
Quebec.....	44,273	692,038
Ontario.....	61,244	936,289
Prairie.....	30,034	380,660
Pacific.....	16,874	228,818
Total for Canada.....	165,047	2,410,565

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO JUNE, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	35,781
May.....	2,799	2,027	4,654	8,825	34,777
June.....	4,629	1,772	3,226	10,857	30,646
July.....	2,668	1,087	3,106	10,886	
August.....	1,855	1,870	3,241	20,557	
September.....	1,118	1,013	3,715	40,473	
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	282,940

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, JUNE, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	122	76	46	101	13	86
Nova Scotia.....	1,753	1,163	590	1,506	243	917
New Brunswick.....	835	676	159	750	148	441
Quebec.....	10,569	8,077	2,492	5,070	2,963	3,462
Ontario.....	9,454	5,528	3,926	11,431	1,865	2,044
Manitoba.....	1,368	968	400	1,370	415	385
Saskatchewan.....	557	400	157	436	150	72
Alberta.....	858	620	238	647	104	479
British Columbia.....	5,130	3,627	1,503	3,952	1,503	2,844
Total, Canada June, 1946.....	30,646	21,135	9,511	25,263	7,404	10,730
Total, Canada, May, 1946.....	33,393	23,315	10,078	23,285	8,959	10,846
Total, Canada, June, 1945.....	10,857	8,958	1,899	9,339	1,746	1,945

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of June, 1945	Month of June, 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	858	3,058	13,413
Not capable of and not available for work.....	123	207	633
Loss of work due to a labour dispute.....		962	1,202
Refused offer of work and neglected opportunity to work.....	50	261	741
Discharged for misconduct.....	132	303	1,268
Voluntarily left employment without just cause.....	536	2,150	7,626
Other reasons ¹	47	468	1,834
Total.....	1,746	7,404	26,717

¹ These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, JUNE, 1946

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	423	102	9,266	17,453
Nova Scotia.....	4,722	889	109,665	223,958
New Brunswick.....	2,487	641	61,694	124,600
Quebec.....	39,494	6,544	852,887	1,641,774
Ontario.....	32,924	9,453	703,271	1,427,649
Manitoba.....	6,531	1,433	128,999	249,425
Saskatchewan.....	2,058	468	40,476	76,613
Alberta.....	2,947	586	57,822	115,957
British Columbia.....	11,645	2,110	279,647	595,566
Total, Canada, June, 1946.....	103,231	22,276	2,243,727	4,472,995
Total, Canada, May, 1946.....	127,866	21,348	2,719,294	5,221,870
Total, Canada, June, 1945.....	16,921	6,199	303,443	579,326

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT JUNE 27, 1946

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	3,612	460	4,072
Clerical Workers.....	7,509	6,844	14,353
Sales Workers.....	4,193	3,351	7,544
Service Workers.....	5,862	2,127	7,989
Agricultural Workers and Fishermen.....	1,885	100	1,985
Food Workers.....	539	.....	539
Textile and Clothing Workers.....	503	1,635	2,138
Loggers.....	329	.....	329
Sawmill and Wood Workers.....	297	.....	297
Printing Workers.....	348	.....	348
Shoe and Leather Workers.....	395	.....	395
Stone, Clay and Glass Workers.....	46	.....	46
Electrical Workers.....	1,472	.....	1,472
Coal Miners.....	200	.....	200
Other Miners (except coal).....	354	.....	354
Construction Workers (except carpenters).....	2,727	.....	2,727
Carpenters.....	2,173	.....	2,173
Machine Shop Workers and Operators.....	4,170	.....	4,170
Sheet Metal Workers.....	416	.....	416
Foundry, Smelter and other Metal Workers.....	3,953	679	4,632
Miscellaneous Skilled Workers.....	13,569	2,106	15,675
Automobile and other Mechanics.....	3,195	.....	3,195
Miscellaneous Unskilled Workers—Heavy Labour.....	14,454	.....	14,454
Miscellaneous Unskilled Workers—Light Labour.....	21,860	4,908	26,768
Totals.....	94,061	22,210	116,271

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT BY SEX AND BY AGE GROUPS, AS AT JUNE 27, 1946

	19 and Under		20-44		45-64		65 and Up		Totals		
	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	5,048	2,038	54,379	17,017	19,220	2,302	13,164	288	91,811	21,645	113,456
Maritime.....	1,141	209	12,303	1,036	2,037	111	1,084	26	16,565	1,382	17,947
Quebec.....	1,945	764	16,792	5,710	4,638	531	3,098	77	26,473	7,082	33,555
Ontario.....	836	662	10,367	5,625	5,398	1,039	4,148	116	20,849	7,442	28,291
Prairie.....	627	261	8,237	2,967	2,690	283	2,183	36	13,737	3,547	17,284
Pacific.....	399	142	6,680	1,679	4,457	338	2,651	33	14,187	2,192	16,379

TABLE 8.--UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1946

Year Ended Dec. 31	REVENUE					EXPENDITURE			
	CONTRIBUTIONS (Gross less Refunds)					Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee					Government
							\$	\$	\$
1941.....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	28,410,056 33	Nil	28,410,056 33
1942.....	29,869,803 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36	67,419,601 66	349,655 94	95,480,002 05
1943.....	30,872,715 97	13,368,400 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	75,061,350 58	929,219 33	170,512,133 30
1944.....	32,902,037 68	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91	82,773,893 97	3,265,707 67	250,020,319 60
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	80,478,728 48	14,561,475 71	315,937,572 37
1946—									
January.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	6,931,379 28	4,492,081 25	318,376,870 40
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	6,334,371 17	5,900,722 63	318,810,518 94
March.....	3,785,715 55	907,190 08	1,629,162 25	51 73	6,322,119 61	1,264,423 91	8,356,434 68	9,426,293 28	317,240,660 34
April.....	2,859,530 14	834,575 97	1,135,965 48	34 68	4,830,106 27	966,021 25	6,355,356 99	4,286,614 02	319,309,403 31
May.....	3,230,303 57	963,538 39	1,383,548 34	113 48	5,577,503 78	1,115,500 76	7,258,574 49	5,218,914 32	321,349,063 48
June.....	3,067,949 28	897,986 62	1,495,736 89	572 18	5,462,244 97	1,092,448 99	7,123,236 51	4,468,245 05	324,004,054 94
GRAND TOTAL.....	161,315,312 58	59,498,623 00	76,938,490 26	10,226 22	297,762,652 06	59,552,530 41	377,402,984 14	53,398,929 20	324,004,054 94

The Column "Interest on Investments and Profit on Sale of Securities" represents—
(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.26%.
(b) Profit on sale of securities taken into account at the end of each year only.
The "Miscellaneous" column includes (Penalties.....\$ 6,982 46 The "Bulk" Column includes Contributions for Armed Service \$2,573,697.17.
Miscellaneous.....\$ 3,243 76

\$ 10,226 22

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the Provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 57

(Nov. 8, 1945)

The Claimant applied for benefit in his second benefit year, without having made sixty days' contributions since the commencement of his first benefit year—HELD: The provisions of Section 40 (1) (b) of the Unemployment Insurance Act, 1940, cannot be dispensed with and as the claimant had not met the conditions stated in the Act he was not entitled to benefit.

The material facts of the case are as follows:

The claimant, a married man, aged 73 years, became unemployed on April 5, 1944 and made application for benefit at a local office of the Commission on April 11, 1944. His claim was allowed and the claimant received benefit for nine days.

The claimant did not obtain any further benefit in the twelve months following his first claim and his benefit rights lapsed. On July 13, 1945 he made a new application for benefit which the Insurance Officer disallowed under Section 40 (1) (b) of the Act.

From this decision the claimant appealed to the Court of Referees which, in a majority decision, dismissed the appeal.

The Union of which the claimant was a member appealed to the Umpire on behalf of the claimant.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

This appeal is unusual only in one sense

and that is, that there is really no dispute either as to the fact or law. In substance the appeal seems to be one against one of the provisions of the Act but of course my jurisdiction is limited to interpreting the Act as it is.

The Section of the Act mentioned above provides that on an application for benefit the claimant must show that since the commencement of his last benefit year contributions have been paid in respect of him for sixty days. The claimant was unable to show any contributions since the commencement of his last benefit year and consequently he simply could not meet the condition stated in the Act.

CU-B. 58

(Nov. 19, 1945)

The claimant, while receiving benefit, was employed in subsidiary employment at a daily rate of remuneration in excess of \$1.00 per day; the Insurance Officer considered therefore that he was not unemployed—HELD: Under the provisions of Section 33 (b) of the Unemployment Insurance Act, 1940, a claimant is entitled to benefit while engaged in subsidiary employment, only if the remuneration received therefrom does not exceed a daily average of \$1.00; in view of the claimant's rate of remuneration he cannot be considered as having been unemployed during the period he was engaged in subsidiary employment.

The material facts of the case are as follows:

The claimant, a married man, aged 44 years, whose occupation was that of carpenter, applied for benefit on December 7, 1944. On March 18, 1945, a parish priest wrote a letter to the Commission advising that the claimant had been employed by him as a sexton since December 15, 1944 at a salary of \$35.00 per month.

The Insurance Officer was of the opinion that under the provisions of Section 33 (b) of the Act the claimant could not be deemed to be unemployed, and he therefore disallowed the application as from December 15, 1944, on the ground that the claimant had failed to satisfy the second statutory condition, which requires the claimant to prove that he was unemployed on each day on which he claims to have been unemployed.

From this decision the claimant appealed to the Court of Referees which unanimously disallowed the claimant's appeal but the Chairman granted him leave to appeal to the Umpire.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons: Section 33 (b) of the Act provides that:

An insured person shall not be deemed to be unemployed—On any day on which notwithstanding that his employment has terminated he is following an occupation from which he derives any remuneration or profit, unless that occupation could ordinarily be followed by him in addition to his usual employment and outside the ordinary working hours of that employment, and the remuneration or profit received therefrom for that day does not exceed one dollar, or where the remunera-

tion or profit is payable or is earned in respect of a period longer than a day, the remuneration or profit does not on the daily average exceed that amount.

It is quite clear that the occupation as sexton could be followed in addition to the usual employment and outside the claimant's ordinary working hours, but it is equally clear that the remuneration from the part-time employment exceeded a daily average of \$1.00. This is not changed in any way by the fact that the claimant's son assisted him from time to time. I therefore find that the claimant must be deemed to be not unemployed during the period in question and, consequently, he has not satisfied the second statutory condition.

First Annual Conference—Council for Guidance of Handicapped

The increasing extent of public interest in the problems of handicapped persons, particularly in relation to employment, was revealed by an attendance of some 200 persons, representing 85 different organizations, at a three-day conference, held in Vancouver, B.C., under the auspices of the Vancouver Council for Guidance of Handicapped, on June 10, 11 and 12, 1946. The United States Government was represented by Michael J. Shortley, Director of the Office of Vocational Rehabilitation, Washington, D.C., who spoke on the rehabilitation program of the United States. The Supervisor for Vocational Rehabilitation from the State of Washington, E. M. Oliver, also participated in the program. Canadian Government representatives and speakers were Major E. A. Dunlop, G.C., Supervisor, Casualty Rehabilitation Section, Department of Veterans Affairs, and H. C. Hudson, Supervisor of Special placements Division, Unemployment Insurance Commission. A message from A. MacNamara, C.M.G., Deputy Minister of Labour, was delivered by Fred J. Smelts,

O.B.E., Pacific Regional Director, Department of Labour.

The program also included papers and discussions on the problems of the disabled veteran; the injured workmen; crippled children; the blind; the deaf; and arrested tuberculosis cases. In addition, through the courtesy of the Workmen's Compensation Board of British Columbia, films dealing with various aspects of rehabilitation were shown. An interesting feature of the conference was an expression of the viewpoints of both employer's associations and trade union groups regarding the place of the disabled man in industry.

In addition to the information supplied regarding the rehabilitation program of the United States, the conference was given first-hand information on the actual operations of the Disabled Persons (Employment) Act passed in Great Britain in 1944, the speaker being Dr. A. S. McConkey of Vancouver, who has recently returned after several years spent in England.

Employment Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month indicated a continued improvement in the employment situation.

Employment and Payrolls at the beginning of June, 1946.—In spite of industrial disputes affecting large numbers of workers, there was a moderate increase in employment at the first of June as compared with a month earlier, according to the monthly report of the Dominion Bureau of Statistics based on returns received from firms employing 15 or more workers.

The Bureau tabulated data for the beginning of June from 15,876 firms. These had an aggregate working force of 1,735,435 men and women as compared with 1,729,472 a month earlier, an increase of 0.3 per cent. This raised the Bureau's index, on the base 1926=100, to 169.9 as compared with 169.3 at May 1 and 175.3 at June 1 last year. Except for the four years 1942 to 1945, when the June 1 indexes ranged between 171.7 and 181.2, the latest index is higher than at any other June 1 for which figures have been recorded by the Bureau, exceeding by over 50 per cent that of 113.1 in 1939.

Payrolls reported by the industrial firms furnishing statistics aggregated \$54,969,486 for the week preceding June 1, a decline of \$466,197 or 0.9 per cent from the aggregate a month earlier. This decrease was largely due to the industrial disputes, although the Victoria Day holiday in the pay period for which figures were furnished by many firms also had an effect. Average weekly earnings for the period reviewed, on the basis of these totals, were \$31.67 at June 1 as compared with \$32.05 at May 1 and \$32.10 at June 1 last year.

Employment Conditions as repored by Employment Offices, July, 1946.—Returns from local offices of the National Employment Service indicate that the reduction in unemployment continued during July at a rate of approximately 4,000 a week. Many of those seeking work were absorbed into the agricultural industry. Unplaced applicants at July 25 totalled 165,301, as compared with 185,855, five weeks earlier.

Numerous strikes throughout the country, particularly in primary manufacturing industries such as steel, rubber, and chemical manufacturing plants seriously affected the labour situation during July. Fewer positions were available at July 25 than the number reported five weeks earlier, the decline taking place largely in female labour requirements. Labour demand, exclusive of agriculture, totalled 106,321 (male 63,913 and female 42,408) at July 25.

Unemployment Insurance Statistics, June, 1946.—During the month of June, 103,231 persons received one or more cheques for unemployment insurance benefit, as compared with 127,866 in May, and 16,921 in June, 1945. At the end of June the number of live claims was 82,382 (60,210 males and 22,172 females) as compared with 98,810 at May 31, and 17,242 at June 30, 1945.

Claims for benefit totalled 30,646 in June as against 34,777 in May and 10,857 in June, 1945.

Placements Effected by Employment Offices, June, 1946.—During the four-week period May 31 to June 27, 1946 there was a slight decrease in the daily average of placements in employment made by Employment Offices when compared with the preceding four weeks and a greater decline when compared with the corresponding period in 1945.

During the period under review there were 155,144 vacancies reported, 152,822 applications for employment and 71,702 placements effected in regular and casual employment.

Average weekly hours and earnings, June 1, 1946.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing were 42 in the week of June 1, as compared with 43 in the week of May 1 and 44.3 in that of June 1 last year. Average hourly earnings were 69.1¢ at June 1, 68.9¢ at May 1, and 79.3¢ at June 1, 1945.

Labour Force Survey.—Total employment in Canada reached an estimated 4,702,000 by June 1, a gain of 390,000 since the end of February, according to the third quarterly labour force survey by the Dominion Bureau of Statistics, based on a sampling of 25,000

households in nearly 100 different areas across Canada. The number of unemployed, consisting of those who were looking for work and did not work in the week ending June 1, totalled 126,000, about 87,000 below the estimate for February 23.

Employment and Payrolls in 1945.—Employment generally in Canada continued at an extremely high level during 1945 in relation to pre-war standards, according to the annual report of the Dominion Bureau of Statistics based on monthly returns from employers, although during most of the year the tendency from month to month was downward.

The Bureau's annual index was just over four per cent below that of 1944 and less than five per cent below the all-time high of 1943. In comparison with 1939, the 1945 index showed an increase of 53.7 per cent, and it was also some 47 per cent higher than in 1929, when industrial employment in Canada had reached its pre-war maximum.

Employment and Payrolls at the Beginning of June, 1946

IN spite of industrial disputes affecting large numbers of workers at the beginning of June, there was, on the whole, a moderate increase in employment at that date as compared with a month earlier. The advance was the smallest indicated at June 1 in any of the years since 1920 in which the trend at that date has been upward; the situation at the first of June of last summer was unique in that a recession had then been indicated.

The Dominion Bureau of Statistics tabulated information from 15,876 firms with a combined working force of 1,735,435 men and women; as compared with 1,729,472 in their last return, there was an increase of 0.3 per cent. This raised the index number, on the 1926 base, from 169.3 at May 1 to 169.9 at the date under review, as compared with 175.3 at June 1, 1945. In 1944, 1943 and 1942, the June 1 indexes had been 180.5, 181.2 and 171.7, respectively. With these exceptions, the latest index is higher than at any other June 1 of the record, exceeding by over 50 per cent that of 113.1 at June 1, 1939. After correction for seasonal influences, however, the adjusted index at June 1 showed a considerable decline, falling from 175.8 at May 1 to 169.9 at the date under review; the latter figure coincides with the unadjusted index.

Extensive strikes in the lumber industry in British Columbia, and more local disputes in the textile and non-ferrous divisions in Quebec and Ontario, were responsible for a decline of nearly 8,800 men and women in manufacturing,

Salaries and wages distributed in 1945 showed a smaller decline than the curtailment in employment, the falling-off in the aggregate amounting to 3.8 per cent. The average earnings per employee in eight leading industries were slightly higher at \$31.99 compared with \$31.84 in 1944. With figures for financial institutions added to those for the eight major industrial groups weekly payrolls aggregated \$59,443,292, representing an estimated annual payroll of \$3,091,051,200.

Unemployment in Trade Unions, June 30, 1946.—Trade union unemployment for the quarter ending June 30, 1946, recorded a decrease of approximately 1.4 per cent over the first quarter of the year. The percentage of unemployed union members, within a unit of 414,150 members of 2,238 locals, was 0.5 in the period under review.

The improvement resulted from better conditions for employment in manufacturing, transportation, building and construction, services, and wholesale and retail trade.

in which the trend in many other groups was upward; the largest gains were in food and pulp and paper mills. The general reduction in manufacturing was contra-seasonal in character, although it was similar in size to the contraction which had been noted at June 1, 1945.

Among the non-manufacturing industries, logging showed an important decrease, mainly as a result of labour-management disputes, the co-operating firms reporting 8,843 fewer workers than at May 1. There were seasonal losses in transportation, in which the shipping strike was also a factor; many seamen worked part of the week of June 1, however, so that the latest figures in this industry only partially reflected this dispute. Noteworthy expansion was shown in construction and maintenance, in which some 20,300 additional workers were reported. Increases on a smaller scale were indicated in mining, communications, services and trade.

Payrolls

The firms co-operating in the eight leading industries at the beginning of June disbursed \$54,969,486 in salaries and wages for services rendered in the week preceding, a sum which was less by \$466,197 than the payrolls indicated at May 1. This loss of 0.9 per cent was largely due to the industrial disputes in existence in the week of June 1, although the fact that the Victoria Day holiday fell in the pay period for which data were furnished by many firms

also had an effect. In other cases the earnings returned to a more usual level following the declines which had taken place at May 1, as a consequence of the occurrence of the Easter holidays in the pay periods then reported by some firms. The typical person in recorded employment received an average of \$31.67 at June 1, as compared with \$32.05 at May 1, and \$32.10 at June 1, 1945; the mean at June 1, 1944, was \$31.80, and that at June 1, 1943, \$30.93. In the last 12 months, there has been a decline of 3.1 per cent in the index of aggregate payrolls, accompanying that of 4.7 per cent in the indicated numbers of workers.

When the figures of employment and payrolls in financial institutions are included, the survey shows that the total persons in recorded employment in the nine leading industries at June 1 numbered 1,810,066, as compared with 1,803,897 at the beginning of May. The weekly salaries and wages fell from \$58,017,781 at that date, to \$57,564,041 at the beginning of June. The per capita earnings in the nine industries stood at \$31.80, as compared with \$32.16 at May 1, and \$32.15 at June 1, 1945.

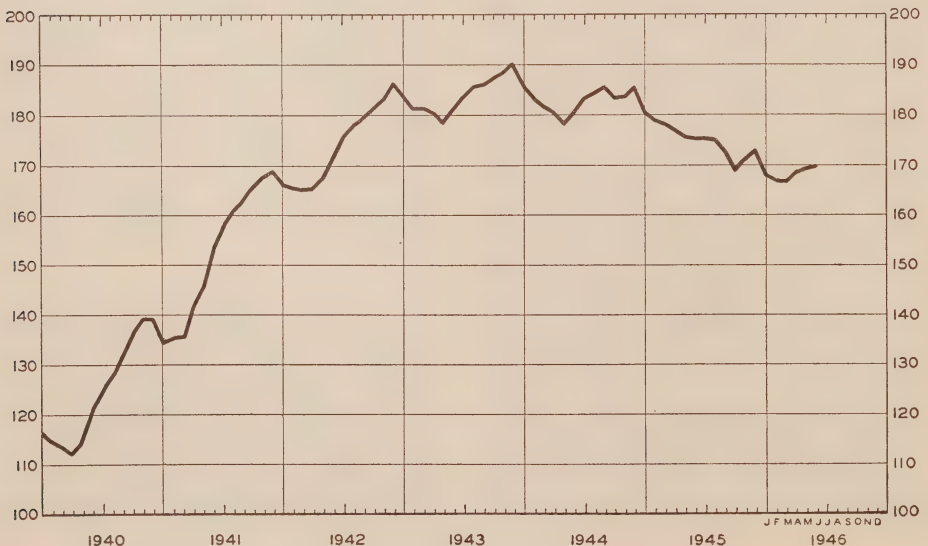
Table II summarizes the latest statistics of employment and payrolls for the major industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons with May 1, 1946, and June 1, 1945 and 1944. Table I contains a monthly record for the eight leading industries as

a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100; to facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table I shows that in the period for which information on payrolls is available, the number of persons on the staffs of establishments in the eight leading industrial groups has increased by 11.3 per cent and the aggregate weekly earnings by 36.4 per cent. Including finance, the increase in employment from June 1 1941, to June 1, 1946, amounted to 11.8 per cent, while the gain in the salaries and wages was 37 per cent. In previous reports the following factors have been cited as largely responsible for the much greater rise in the payrolls than in employment, (1) the concentration of workers still existing in the heavy manufacturing industries, in spite of the declines which preceded and followed the cessation of hostilities; in this group, rates of pay are above the average and there has been a considerable amount of overtime work; (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



basic wage rates as from February 15, 1944; (3) the progressive upgrading of employees as they gained experience in their work and (4) the payment of higher wage-rates in large numbers of cases.

In the last five years, employment in manufacturing, in spite of curtailment in the production of munitions, and the existence of widespread industrial disputes, has shown an increase of 9.9 per cent, while the reported payrolls at the date under review were higher by 34.3 per cent than in the week of June 1, 1941. Among the non-manufacturing industries taken as a unit, there was in this comparison a gain of 13 per cent in employment and of 39.3 per cent in the weekly salaries and wages disbursed at the beginning of June, 1946. The larger advance in the latter category than in manufacturing indicates a situation differing greatly from that in existence in recently-preceding years, when wartime con-

ditions resulted in a much higher level of employment and payrolls in manufacturing in relation to the 1941 basic period than was shown in the non-manufacturing groups.

With regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of the utmost importance.

TABLE 1.—INDEX OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS
(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.62
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.45
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.38
Mar. 1.....	109.4	137.3	32.44	108.7	135.3	32.43
Apr. 1.....	110.6	139.1	32.48	110.1	138.7	32.82
May 1.....	110.9	137.6	32.05	110.8	137.1	32.24
June 1.....	111.3	136.4	31.67	109.9	134.3	31.83

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at June 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at June 1, 1946, and May 1, 1946, with Comparative Figures for June 1, 1945, Where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at June 1, 1946	Aggregate Weekly Payrolls at June 1, 1946	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			June 1, 1946	May 1, 1946	June 1, 1945	June 1, 1946	May 1, 1946	June 1, 1945	June 1, 1946	May 1, 1946	June 1, 1945
		\$	\$	\$	\$						
(a) PROVINCES											
Maritime Provinces	132,891	4,012,976	30.20	30.17	30.20	113.1	110.1	118.8	155.9	151.6	164.2
Prince Edward Island.....	2,725	71,624	26.28	26.87	25.70	123.4	124.8	113.7	148.1	153.1	138.2
Nova Scotia.....	75,709	2,319,820	30.64	30.83	31.65	107.0	104.9	114.3	145.0	143.0	160.7
New Brunswick.....	54,457	1,621,532	29.78	29.40	28.31	122.7	118.0	126.5	175.2	166.5	171.6
Quebec	521,395	16,016,477	30.72	30.74	31.13	111.1	108.3	117.2	142.2	138.5	152.4
Ontario	740,229	23,600,239	31.88	32.43	32.62	110.6	109.5	110.9	129.8	130.9	133.5
Prairie Provinces	210,667	6,899,696	32.75	32.86	32.06	119.5	116.2	110.5	147.8	144.2	134.9
Manitoba.....	95,071	3,105,217	32.66	32.64	31.93	115.7	114.2	110.3	142.3	140.3	132.8
Saskatchewan.....	42,009	1,529,302	31.64	31.86	30.64	117.3	112.5	107.1	143.1	138.1	130.2
Alberta.....	73,587	2,465,177	33.50	33.72	33.10	125.9	121.2	112.7	158.3	153.3	140.8
British Columbia	130,253	4,440,128	34.01	35.10	34.60	102.9	121.5	130.1	123.3	150.2	159.2
CANADA	1,735,435	54,969,486	31.67	32.05	32.10	111.3	110.9	114.8	136.4	137.6	143.3
(b) CITIES											
Montreal.....	264,062	8,330,694	31.55	31.39	32.23	119.8	118.0	124.5	147.5	144.6	157.5
Quebec City.....	24,133	650,318	26.95	27.10	30.80	100.3	99.3	139.8	128.9	128.3	205.5
Toronto.....	235,188	7,572,832	32.20	32.63	32.80	115.3	115.8	121.6	138.1	140.4	148.5
Ottawa.....	22,678	635,082	28.00	27.87	28.49	113.4	114.1	105.6	137.4	137.6	130.2
Hamilton.....	57,101	1,789,630	31.34	32.35	32.41	106.9	106.7	109.1	122.0	125.8	128.2
Winnipeg.....	36,786	1,335,127	36.29	40.66	39.79	116.0	114.7	117.4	111.6	123.6	123.7
Windsor.....	61,695	1,874,430	30.38	30.19	29.19	119.2	118.6	114.1	142.3	140.5	131.1
Vancouver.....	65,161	2,111,660	32.41	32.80	33.34	126.4	135.1	160.7	155.1	167.7	202.5
Halifax.....	21,907	630,204	28.77	29.67	30.99	124.8	135.5	144.7	157.4	176.4	194.6
Saint John.....	12,483	354,021	28.36	29.45	29.84	118.7	128.1	133.5	155.7	174.9	187.3
Sherbrooke.....	9,028	232,364	25.74	26.81	26.42	101.0	106.9	105.6	124.6	137.4	133.0
Three Rivers.....	9,851	300,156	30.47	30.05	29.25	123.3	110.7	143.7	147.2	130.3	164.9
Kitchener-Waterloo.....	18,259	521,835	28.58	30.13	29.79	122.0	121.8	110.4	153.2	161.2	144.6
London.....	22,422	676,978	30.19	30.48	30.11	125.7	124.3	116.3	150.0	149.9	138.9
Fort William-Port Arthur.....	10,252	354,605	34.59	34.19	34.80	72.6	70.3	101.9	98.8	89.8	132.5
Regina.....	10,318	299,085	28.99	28.83	27.62	113.6	112.9	112.1	143.6	141.9	134.8
Saskatoon.....	7,186	199,468	27.76	27.95	26.02	144.1	139.8	123.6	181.6	177.3	146.1
Calgary.....	19,053	604,002	31.70	31.97	31.74	120.1	116.9	111.7	145.6	142.8	136.6
Edmonton.....	19,136	569,380	29.75	30.16	29.29	139.0	134.0	122.4	169.6	165.7	148.1
Victoria.....	11,939	363,743	30.47	31.63	32.87	140.2	147.7	172.7	170.2	186.3	227.4
(c) INDUSTRIES											
Manufacturing.....	968,400	30,825,156	31.83	32.24	32.88	109.9	110.8	124.4	134.3	137.1	157.2
Durable Goods ¹	443,654	14,985,313	33.78	34.51	35.76	104.4	107.3	133.8	125.4	131.7	170.8
Non-Durable Goods.....	502,420	14,976,280	29.81	29.89	29.48	114.8	114.2	116.3	144.2	143.8	144.3
Electric Light and Power.....	22,326	863,563	38.68	38.77	37.00	116.6	112.3	98.6	139.0	134.1	113.0
Logging.....	58,827	1,462,901	24.87	27.95	26.73	122.9	141.4	127.0	153.7	198.7	170.7
Mining.....	74,220	2,877,673	38.77	38.39	38.00	88.8	88.0	81.6	109.2	107.1	98.4
Communications.....	37,894	1,239,164	32.70	33.21	31.58	145.2	139.3	118.8	174.6	170.1	138.6
Transportation.....	162,246	6,272,080	38.66	39.21	38.33	128.2	129.3	127.4	151.5	154.9	152.1
Construction and Maintenance.....	167,447	5,172,324	30.89	30.84	29.80	94.3	82.9	74.2	126.9	111.3	97.0
Services.....	56,314	1,165,650	20.70	20.97	19.62	130.3	127.2	118.4	167.9	166.0	145.3
Trade.....	210,087	5,954,538	29.76	28.24	26.79	119.7	119.1	109.1	144.5	143.2	124.1
Eight Leading Industries	1,735,435	54,969,486	31.67	32.05	32.10	111.3	110.9	114.8	136.4	137.6	143.3
Finance.....	74,631	2,594,555	34.77	34.69	33.65	123.9	123.5	111.1	149.3	148.6	129.7
Total—Nine Leading Industries	1,810,066	57,564,041	31.80	32.16	32.15	111.7	111.3	114.7	137.0	138.0	142.7

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)
(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1930.....	116.5	122.4	.....	.....	.....	114.5	117.8	115.8	.....	.....	.....	113.3
June 1, 1931.....	103.6	105.2	.....	.....	.....	104.3	104.2	103.3	.....	.....	.....	97.9
June 1, 1932.....	89.1	96.4	.....	.....	.....	87.8	89.9	89.3	.....	.....	.....	83.7
June 1, 1933.....	80.7	82.8	.....	.....	.....	79.3	81.6	82.7	.....	.....	.....	76.2
June 1, 1934.....	96.6	98.4	.....	.....	.....	90.9	104.4	89.5	.....	.....	.....	89.1
June 1, 1935.....	97.6	101.6	.....	.....	.....	93.8	101.6	92.2	.....	.....	.....	96.6
June 1, 1936.....	102.0	103.4	.....	.....	.....	99.8	104.7	97.7	.....	.....	.....	102.2
June 1, 1937.....	114.3	122.0	82.0	124.4	121.4	113.6	118.8	99.3	97.4	103.9	99.4	112.2
June 1, 1938.....	111.9	110.9	82.0	122.5	98.6	120.4	112.5	97.0	93.7	100.2	100.1	105.1
June 1, 1939.....	113.1	108.4	94.4	120.6	94.4	121.0	113.6	101.0	95.6	105.1	106.4	106.6
June 1, 1940.....	120.9	117.0	90.7	128.8	104.2	123.0	126.6	107.4	102.9	113.0	110.8	112.0
June 1, 1941.....	152.9	152.4	107.1	167.9	134.9	157.3	161.9	128.3	124.7	127.4	134.5	134.9
June 1, 1942.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
June 1, 1943.....	181.2	175.3	108.3	195.5	153.7	197.8	182.9	138.5	136.2	132.1	146.4	187.6
June 1, 1944.....	180.5	178.2	133.6	197.4	156.4	194.3	182.1	145.2	141.6	138.3	155.3	183.6
June 1, 1945.....	175.3	181.0	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.8	175.5
Jan 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Mar. 1.....	167.0	164.4	125.1	172.1	157.0	171.8	173.6	145.3	139.7	135.7	160.0	156.4
April 1.....	168.9	168.8	127.5	173.0	166.0	172.5	175.5	146.8	141.5	136.3	161.6	160.7
May 1.....	169.3	167.8	133.7	176.1	159.2	170.3	176.7	149.1	142.4	143.3	163.0	163.9
June 1.....	169.9	172.3	132.2	179.6	165.5	174.8	178.4	153.3	144.3	149.5	169.4	138.8
Relative Weight of Employment by Provinces and Economic Areas as at June 1, 1946.	100.0	7.7	0.2	4.4	3.1	30.0	42.7	12.1	5.5	2.4	4.2	7.5

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	June 1, 1946	May 1, 1946	June 1, 1945	June 1, 1944	June 1, 1943	June 1, 1942	June 1, 1939
Manufacturing	55.8	184.6	186.2	209.0	233.1	224.2	205.9	114.4
Animal products—edible	2.6	223.9	216.5	218.6	226.1	184.9	174.9	139.0
Fur and products	0.2	161.2	161.3	141.0	125.9	127.1	123.2	102.5
Leather and products	1.9	155.7	155.9	140.1	137.1	140.6	138.7	110.1
Boots and shoes	1.1	143.7	143.1	128.2	126.3	126.4	128.6	112.1
Lumber and products	3.2	103.7	126.2	124.9	120.9	117.3	120.2	88.3
Rough and dressed lumber	1.5	74.7	103.8	104.7	99.2	98.4	109.9	80.4
Furniture	0.8	146.1	146.9	126.6	125.3	106.6	111.6	83.8
Other lumber products	0.9	171.7	190.9	199.7	198.3	198.2	166.9	117.2
Musical instruments	0.1	37.7	37.4	28.2	28.8	51.2	38.7	42.1
Plant products—edible	3.0	159.1	157.5	155.6	152.8	138.1	137.2	112.2
Pulp and paper products	5.7	159.5	157.0	141.5	134.6	129.2	133.4	108.2
Pulp and paper	2.5	144.9	140.8	128.2	122.5	120.2	125.6	96.4
Paper products	1.1	236.2	235.0	213.5	204.7	189.2	189.0	128.0
Printing and publishing	2.1	152.8	152.0	134.8	126.9	120.5	134.5	116.5
Rubber products	1.4	186.2	187.1	181.1	164.4	126.7	126.1	107.2
Textile products	8.3	164.5	166.1	157.8	157.5	161.5	168.9	119.4
Thread, yarn and cloth	3.0	165.4	168.8	156.9	156.5	161.5	176.8	123.8
Cotton yarn and cloth	1.2	107.3	108.9	107.3	110.1	119.8	128.9	94.7
Woolen yarn and cloth	0.7	176.3	184.5	168.4	167.0	171.7	208.3	126.3
Artificial silk and silk goods	0.8	702.9	710.3	621.3	595.5	552.5	581.0	427.6
Hosiery and knit goods	1.4	159.3	159.5	145.5	148.7	143.5	144.4	121.3
Garments and personal furnishings	2.9	163.6	164.1	160.9	159.3	167.9	172.7	116.0
Other textile products	1.0	173.0	173.8	170.5	169.1	169.5	172.8	113.5
Tobacco	0.5	114.3	114.5	124.2	125.5	131.6	128.2	96.0
Beverages	0.9	288.8	285.8	250.2	241.4	211.8	235.5	171.8
Chemicals and allied products	2.4	325.6	323.8	544.4	500.9	672.1	675.4	163.2
Clay, glass and stone products	1.1	167.2	162.9	138.2	136.6	131.5	133.6	94.0
Electric light and power	1.3	174.8	168.4	147.8	140.0	140.3	145.3	126.9
Electrical apparatus	2.5	291.4	290.2	287.5	329.5	296.2	254.4	129.1
Iron and steel products	16.3	208.8	209.1	286.3	330.7	341.2	281.8	98.1
Crude, rolled and forged products	2.0	257.3	259.0	242.4	247.9	262.3	245.4	129.9
Machinery (other than vehicles)	1.5	235.1	232.7	215.7	220.6	247.6	253.4	115.7
Agricultural implements	0.8	164.0	164.6	142.3	122.1	134.2	138.5	56.2
Land vehicles and aircraft	6.2	173.4	172.5	250.3	302.4	285.3	236.2	91.9
Automobiles and parts	2.3	263.8	256.8	278.0	282.7	306.7	284.3	143.3
Steel shipbuilding and repairing	1.6	527.4	535.0	1,234.5	1,497.2	1,517.9	973.8	71.3
Heating appliances	0.3	185.0	191.6	192.3	164.1	167.4	155.6	126.4
Iron and steel fabrication (n.e.s.)	0.6	178.7	178.7	264.7	288.9	316.9	291.4	106.4
Foundry and machine shop products	0.5	213.6	220.4	229.0	260.1	262.1	281.3	102.4
Other iron and steel products	2.8	221.0	221.0	319.9	379.5	449.2	379.2	101.6
Non-ferrous metal products	2.4	291.3	293.7	375.3	453.9	483.2	390.4	154.3
Non-metallic mineral products	1.0	225.1	217.4	215.7	211.4	205.1	196.9	157.7
Miscellaneous	1.0	290.7	296.1	340.7	372.4	363.9	341.4	144.5
Logging	3.4	194.6	223.9	201.1	175.9	146.9	169.0	97.1
Mining	4.3	157.3	155.9	144.6	152.9	156.2	173.1	160.5
Coal	1.5	93.7	94.6	92.2	94.8	89.0	92.2	82.4
Metallic ores	2.1	279.5	276.2	247.5	273.3	303.2	357.3	342.7
Non-metallic minerals (except coal)	0.7	184.5	177.4	163.2	162.2	158.0	161.6	139.7
Communications	2.2	141.1	135.4	115.5	107.8	103.6	103.9	83.8
Telegraphs	0.5	137.3	134.0	126.8	128.8	131.5	120.4	94.8
Telephones	1.7	141.5	135.2	112.1	102.1	96.0	99.3	80.8
Transportation	9.3	126.7	127.7	125.9	122.4	114.8	106.4	86.5
Street railways and cartage	3.1	207.7	203.5	190.7	185.4	166.5	152.9	125.1
Steam railways	4.9	106.9	108.9	107.9	106.0	102.3	94.7	74.1
Shipping and stevedoring	1.3	103.0	106.6	118.3	111.7	102.8	98.3	91.9
Construction and Maintenance	9.6	131.1	115.2	103.1	101.3	126.3	123.3	115.3
Building	3.7	142.9	130.9	90.7	86.2	157.0	138.9	53.8
Highway	3.8	167.0	138.1	131.8	132.1	131.3	135.3	227.6
Railway	2.1	85.7	77.8	89.6	88.1	90.7	96.7	73.1
Services	3.3	224.3	219.1	202.4	199.7	188.2	173.2	136.6
Hotels and restaurants	2.1	221.3	213.5	201.4	199.7	188.2	173.2	136.6
Personal (chiefly laundries)	1.2	230.3	230.0	204.5	206.6	198.4	193.6	150.9
Trade	12.1	157.7	156.7	171.1	161.3	150.6	153.7	136.6
Retail	8.8	194.3	193.9	177.4	168.6	157.9	160.9	143.1
Wholesale	3.3	172.3	169.9	155.9	142.7	131.8	134.3	119.5
Eight Leading Industries	100.0	169.9	169.3	175.3	180.5	181.2	171.7	113.1
Finance	14.8	143.4	144.2	123.0	125.4	122.6	122.8	113.1
Banks and trust companies	14.4	144.3	144.2	123.0	125.4	122.6	122.8	113.1
Brokerage and stock markets	248.8	243.1	178.3	136.3	111.9	108.6	108.6	108.6
Insurance	136.9	136.5	120.8	118.7	117.8	117.8	119.6	119.6
Total—Nine Leading Industries	168.6	168.0	173.1	177.8	178.3	178.3	169.3	113.1

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, July, 1946

THE following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

The seasonal trend of employment expansion at this time has been jeopardized by work stoppages in primary manufacturing industries. Current strikes in steel, rubber, textile, and chemical manufacturing plants have disrupted industrial production throughout the country. Expansion in employment opportunities, however, continues in the seasonal industries. Absorption of workers into the agricultural industry has been increasing, especially among ex-servicemen. Extensive transfer programs have been arranged among agricultural workers to ensure a good supply of labour during the harvest season. The existing shortage of female workers will become more acute as seasonal activity increases in food processing plants.

Labour demand, as measured by the number of unfilled vacancies¹ on file at National Employment Service offices, totalled 106,321 at July 25, as compared with 114,419 five weeks earlier. The decrease took place largely in the unskilled group and "white-collar" occupations. The number of unplaced applicants² dropped by 11 per cent during the five-week period, to total 165,301 at July 25. Although the decline was common to all occupational groups, unemployment among men registered in skilled and semiskilled trades, particularly, showed a marked decrease.

Table I shows labour demand and supply by main occupational group and by sex as at July 25, 1946. Table II presents a monthly comparison of total labour demand and supply. Table III shows unfilled vacancies classified by main industry group and by sex, as at July 25, 1946, with absolute and percentage changes in total demand during the last month.

Clerical Workers

Workers seeking employment in clerical occupations are greatly in excess of the number required. Even during the years of extreme

labour shortages, applicants desiring clerical work were almost equal in number to the vacancies reported. There exists, however, a considerable maladjustment in the geographical distribution of labour demand and supply. Demand is centred in the industrialized Ontario and Quebec regions while a surplus supply persists elsewhere. The real problem, however, lies in the fact that the applicants registered in this occupation are not qualified to fill the present demands of employers. Many of those seeking clerical positions are older, married, and lack general office experience. Qualified help is greatly in demand throughout the country. Placement of suitable applicants is deterred, in many cases, by the relatively low wages offered by employers. Some expansion of junior office staff has currently been taking place as students complete the school term. At July 25, there were 7,026 clerical workers required while available supply numbered 20,731. For every male vacancy notified, there were 7 men available. On the other hand, demand for female stenographers and typists totalled 2,960, outnumbering supply by 714.

Sales Workers

The number of applicants seeking sales work declined markedly during July. Despite this drop, unemployed sales workers outnumbered the jobs available by almost 7,000 at July 25. As in the clerical field, there persists a number of specialized positions which remain unfilled. In some areas expansion of retail establishments has been curbed by the lack of competent staff. Local offices report that employers are endeavouring to relieve this shortage by training junior help. At July 25, applicants seeking sales work numbered 11,011 as compared with 12,575 five weeks earlier. Vacancies on file at the July date totalled 4,047.

Service Workers

The need for service workers remains acute with no immediate alleviation in sight. Help is needed in both rural and urban areas for homes, hospitals, hotels and restaurants. Despite the fact that many jobs offer good wages, few applicants are interested in service work. The long hours, poor working conditions and heavy manual labour involved are deterrent factors in placing workers in service occupations. The fact that the coverage of unemployment insurance is low in this occupation also prevents workers from entering service work. The shortage of waitresses and kitchen help has become considerably more acute due to the active tourist trade. Jobs

¹Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

²Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

available for these workers are more than triple the number seeking them. Various means have been devised to alleviate the shortage of domestic servants. The institution of the Home Aide courses in many of the larger centres has succeeded in attracting workers, but the number is still very inadequate to meet the need for domestic servants. At July 25, demand for female service workers totalled 13,076, with available supply numbering 4,679. The supply of male service workers, on the other hand, totalling 7,609 outnumbered demand by 4,327.

Skilled and Semi-skilled Workers

Work stoppages in essential manufacturing industries have seriously affected the expansion of employment at this time. The devastating effects of the current steel strike are crippling production in automobile plants, foundries, and farm machinery production. Also, the existing shortage of supplies for the construction industry is gravely aggravated by stoppage of steel production. The current labour dispute in a chemical manufacturing plant has cut off the supply of soda ash which is vital to the production of glass, and pulp and paper. Despite these factors, employment opportunities for skilled and semi-skilled workers increased during July, while unemployment among skilled workers continued to decline. At July 25, there were 43,690 skilled and semi-skilled workers required while unplaced applicants numbered 49,835.

Textile Workers—Labour unrest continues to hamper production in textile plants. Despite

strikes and the difficulty of obtaining necessary supplies expansions and erection of new plants are being undertaken. Firms are providing housing in some areas where accommodation is difficult to obtain, in order to attract workers to textile occupations. It is felt that concessions made in settlement of current strikes should make it easier to interest unplaced workers in the textile occupations. Demand for textile workers remained practically unchanged during the month, with vacancies at July 25 totalling 8,487. Available supply, numbering 4,342 at July 25 showed a slight increase during the period due to the rise in male unplaced applicants. The shortage of female sewing machine operators remains acute, with 4,735 required at the July date but only 887 available.

Lumber and lumber products workers—Demand for workers in the lumber and lumber products industry rose during the month. The exceptionally good export market for pulp and paper and the overwhelming domestic demand for lumber for construction purposes have provided excellent opportunities for employment expansion. Employment in the logging camps is suffering from the withdrawal of prisoner of war labour and of conscientious objectors. The exceptionally good crop prospects throughout the country will prevent the transfer of farmers to the logging camps for some months. Consequently, employment opportunities for loggers remain high. Production in sawmills is progressing satisfactorily, although shortages of skilled help continue in some areas. The number of lumber and lumber products workers required

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JULY 25, 1946

(Excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,439	411	1,850	6,210	833	7,043
Clerical Workers.....	1,535	5,491	7,026	10,775	9,956	20,731
Sales Workers.....	1,919	2,128	4,047	5,831	5,180	11,011
Service Workers.....	3,282	13,076	16,358	7,609	4,679	12,288
Fishermen.....	56		56	365		365
Skilled and Semi-skilled Workers.....	33,801	9,889	43,690	43,049	6,786	49,835
Food and Kindred Products.....	427		427	625		625
Textiles, Clothing, etc.....	1,353	7,134	8,487	1,309	3,033	4,342
Lumber and Wood Products.....	16,315		16,315	1,475		1,475
Electrical.....	218		218	1,784		1,784
Mining.....	1,491		1,491	705		705
Construction.....	6,093		6,093	4,988		4,988
Metalworking.....	2,139	113	2,252	9,791	850	10,641
Other Skilled and Semi-skilled Workers.....	5,765	2,642	8,407	22,372	2,903	25,275
Unskilled Workers.....	21,881	11,413	33,294	56,361	7,667	64,028
Total.....	63,913	42,408	106,321	130,200	35,101	165,301

TABLE II.—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH
(excluding Agriculture)

Date	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
July 21, 1944	129,044	57,227	186,271	35,664	27,610	63,274
July 20, 1945	114,067	39,808	153,875	56,005	22,746	78,751
Aug. 24, 1945	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21, 1945	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19, 1945	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23, 1945	72,236	28,968	101,204	134,238	37,630	172,068
Dec. 21, 1945	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21, 1946	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21, 1946	43,824	34,362	78,186	214,867	48,348	263,215
April 25, 1946	57,706	41,075	98,781	201,282	46,469	247,751
May 23, 1946	66,327	44,980	111,307	169,956	41,788	211,744
June 20, 1946	65,857	48,562	114,419	147,594	38,261	185,855
July 25, 1946	63,913	42,408	106,321	130,200	35,101	165,301

totalled 16,315 at July 25. Approximately 90 per cent of this demand was for loggers.

Miners—The mining industry, generally, reports a steady exodus of workers leaving the mines with no substantial replenishment in sight. Many mining companies are undertaking extensive development and exploration projects offering good possibilities for advancement of workers. Transferring of these orders to other localities has not proved satisfactory, due to the strict physical requirements specified by the companies. In addition, mining areas particularly have extremely limited housing accommodation. To ease the shortage of coal miners, extensive training courses for veterans are offered, reducing the required apprenticeship period from 2 years to 6 months. Available supply, however, continues to fall short of the number required. There were 1,491 vacancies on file for miners at National Employment Service offices at July 25, with available supply approximately one-half the number required. Demand for coal miners totalled 895, the Prairie and Maritime regions accounting for 72 per cent of the number required.

Construction—Recent reports indicate a serious housing situation. Two main factors holding up construction activity have been the shortages of vital raw materials and skilled help. Materials shortages were further aggravated by the strike in the British Columbia lumber camps and recently the labour dispute in the basic steel plants. The shortage of skilled tradesmen continues acute. This situation should be somewhat relieved when trainees under the Canadian Vocational Training Program complete their apprenticeship. Highway construction reports the need of

experienced help but few qualified workers are available. Demand for construction workers totalled 6,093 at July 25 with carpenters accounting for almost 60 per cent of the number required. Bricklayers and plasterers continue to remain in short supply. The number seeking construction work fell by 19 per cent during the month to total 4,988 at the July date. Of these workers, 10 per cent of those not referred to specific jobs were over 65 years of age while 23 per cent were between the age of 45 and 65.

Workers in Miscellaneous Occupations—With the prevailing high level of economic activity unemployment among applicants registered as metalworkers has declined sharply. Since vacancies in this occupation have remained at a low level, many of the workers undoubtedly accepted employment in alternative occupations. Nevertheless, there were five applicants for every job available at the end of July. Unplaced metalworkers numbered 10,641 at July 25 as compared with 12,271, five weeks earlier. The labour shortage in foundries has been further aggravated by numerous strikes throughout the country. In addition, the high rate of labour turnover during the warm weather, has become a serious problem. Good positions are available for experienced auto repairmen and mechanics. Although there is a generous supply registered at employment offices, few have the necessary qualifications. A large surplus of truck-drivers persists. Local offices have been endeavouring to reduce this surplus by re-interviewing applicants in an attempt to redirect them into other occupations. Laundries remain hard-pressed for labour although some relief has resulted from the temporary employment of students. At July 25, demand for finishers in laundry and

cleaning establishments totalled 662 while available supply was only one-third the number required.

Unskilled Workers—A sharp drop in vacancies for unskilled workers was evident during July. Reporting of vacancies in the transportation industry has been very low this season, due in part to the adverse effect of the strike of the seamen's union. Food processing establishments are commencing to increase their staffs in anticipation of an

extremely active season. The curtailment of glass production necessitated by current labour strikes, however, will seriously affect food manufacturing plants. During the five-week period ending July 25, unemployment among unskilled workers dropped by 6,600; at the July date, 56,361 male and 7,667 female unskilled workers were seeking employment. Jobs available for men were slightly more than one-third the number seeking work. Vacancies for women, on the other hand, were considerably more than the available supply.

TABLE III.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 25, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from June 20, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	14,614	11	14,625	+3,785	+ 34.9
Lumber.....	2,557	17	2,574	+1,160	+ 82.0
Other logging.....	417	4	421	- 461	- 52.3
Total.....	17,588	32	17,620	+4,484	+ 34.1
Mining—					
Coal.....	1,126	3	1,129	- 108	- 8.7
Metallic ores—					
Iron.....	99	4	103	+ 20	+ 24.1
Gold.....	1,183	12	1,195	+ 17	+ 1.4
Nickel.....	58		58	+ 37	+ 176.2
Copper.....	232		232	+ 121	+ 109.0
Other metallic ores.....	110		118	- 92	- 43.8
Non-Metallic minerals.....	452	7	459	- 27	- 5.6
Prospecting and oil producing.....	67	5	72	- 38	- 34.6
Total.....	3,327	39	3,366	- 70	- 2.0
Manufacturing—					
Food and kindred products (including tobacco).....	2,094	2,258	4,352	- 735	- 14.5
Textiles and apparel.....	2,154	10,954	13,108	-1,312	- 9.1
Lumber and finished lumber products.....	2,932	381	3,313	- 686	- 17.4
Pulp and paper products (including printing).....	1,296	1,468	2,764	- 541	- 16.4
Chemicals and allied products.....	331	351	682	- 300	- 30.6
Petroleum and coal products.....	110	23	133	- 60	- 31.1
Rubber products.....	146	275	421	- 663	- 61.2
Leather and leather products.....	436	1,107	1,543	- 166	- 9.7
Stone, clay and glass products.....	698	123	821	- 198	- 19.4
Iron and steel and products.....	1,312	397	1,709	- 506	- 24.1
Non-ferrous metals and products.....	846	309	1,155	+ 133	+ 18.8
Machinery.....	1,411	805	2,216	- 205	- 8.5
Automobile and equipment.....	441	31	472	- 80	- 14.5
Other transportation equipment.....	583	194	777	- 80	- 9.3
Other manufacturing.....	489	696	1,185	- 305	- 20.5
Total.....	15,279	19,372	34,651	-5,700	- 14.2
Construction.....	10,916	81	10,997	+ 353	+ 3.3
Transportation.....	3,715	362	4,077	- 256	- 5.9
Communications and other Public Utilities.....	730	659	1,389	- 256	- 3.8
Trade—					
Wholesale.....	1,249	808	2,057	- 231	- 10.1
Retail.....	2,394	3,551	5,945	- 821	- 12.1
Total.....	3,643	4,359	8,002	-1,052	- 11.6
Finance, Insurance, Real Estate.....	1,195	1,408	2,603	- 603	- 18.8
Service—					
Public.....	2,359	1,042	3,401	- 8	- 0.2
Domestic.....	191	3,235	3,426	-1,043	- 23.3
Personal.....	2,002	7,955	9,957	-1,850	- 15.7
Custom and repair.....	1,807	295	2,102	- 156	- 6.9
Other service.....	1,454	2,716	4,170	-1,669	- 28.6
Total.....	7,813	15,243	23,056	-4,726	- 17.0
Grand Total.....	64,206	41,555	105,761	-7,625	- 6.7

Regional Analysis

The Regional Analysis which follows is based on semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended July 22, 1946.

Maritime Region

Agriculture.—Hay making is progressing satisfactorily, although many districts report poor crops. Labour supply is adequate to meet demand except in Prince Edward Island, where a slight shortage has appeared.

Logging.—Summer logging activity is increasing, accompanied by expanding sawmill operations. Orders are registered for over 1,000 experienced lumbermen. However, the workers available are chiefly untrained and therefore not acceptable to employers.

Fishing.—Good catches are reported from most points. Processing plants still urgently require skilled cutters and filleters. The training courses established to meet this shortage are making only fair progress. The Maritime Fishermen's Union is requesting a 10-cent increase for cutters and filleters in Halifax plants; this movement will probably spread throughout the industry, and may stimulate placements. The Department of Fisheries is undertaking a program for the improvement of facilities and methods of fishing, fish processing and freezing.

Coal Mining.—The present output of coal per man has declined seriously in comparison with pre-war figures. As an indication, one company reports a drop in daily output from a pre-war 19,000 tons to approximately 13,000 tons. Largely accounting for this is the increased proportion of day-to-day workers as opposed to contract workers—now 67 per cent datal and 33 per cent contract, formerly 55 per cent and 45 per cent. The shortage of skilled miners is also a serious handicap.

An underground training school has been established by the Dominion Coal Company at Sydney. Intensified training will enable workers to obtain their first-class miner's papers in six months instead of the two years normally required.

Two hundred and fifty first-class miners are required throughout the region, but no demand exists for mine labourers.

Manufacturing.—The complete shut-down of the steel plant at Sydney is adversely affecting other industries of the region. Several factories in Saint John, Moncton, Halifax and other areas are releasing workers and may even close temporarily if supplies are not forthcoming shortly.

General material shortages persist. Several firms state that although their present output approximates pre-war production, demand for their products has increased by 50 per cent. Plant facilities would permit them to meet the demand, but sufficient materials are not available. Biscuit, paint, leather and textile companies are in this position.

Except for skilled workers, almost all labour demand can be met. Orders for skilled workers are difficult to fill, as many applicants lack the full qualifications specified by employers.

Construction.—The shortage of cement has delayed projects in several areas. Severe shortages of wallboard, inside finish and plumbing fixtures are holding up the completion of many housing units. Skilled carpenters, bricklayers and plasterers are in demand wherever construction is progressing. At Sydney, construction to the value of \$755,000 is under way; 106 housing units near Saint John, and 100 units at Moncton, are in progress.

Transportation.—There is very little activity on the Halifax waterfront. The grain elevators are empty and no shipments are expected before late fall. Exports of lumber, pulpwood and pitprops to overseas markets are stimulating port activity at Campbellton.

Quebec Region

Agriculture.—Recent rainfalls in most districts have improved crop conditions. The shortage of experienced agricultural workers for harvesting operations remains an emergency problem.

The bean-picking season has begun; farm hands are being recruited for American border areas. Labour quotas for the American farms are easily filled as wage scales are high, even with the effect of dollar parity.

Logging.—Employment in the woods is relatively slack at present. Operators are preparing equipment in anticipation of a 15 to 20 per cent increase in cutting operations during the coming season. Recruiting campaigns for woods labour will commence in about one month.

Mining.—The supply of underground labour remains acutely scarce. To relieve the situation, planned recruiting and training of beginners is being attempted. Considerable shaft-sinking activity is occurring in North-western Quebec. Wage levels are high for this type of work and labour response is satisfactory.

Manufacturing.—A decline in operations, particularly in the heavy iron and steel industries, has resulted from effects of the Cana-

dian steel strike, the previous American steel and coal strikes, and the recent tie-up in Great Lakes shipping. Strikes are in progress in the textile industry, and labour-management friction still exists in basic steel plants. Glass factories are adversely affected by the strike at the potash plant of Amherstburg, Ontario, and lay-offs may occur.

High labour turnover persists in iron and steel foundries. Shipbuilding activity is slow. The recent 10 per cent boost in radio prices will stimulate production in this industry; a new radio manufacturing plant has been established in Quebec City. The clothing industry still reports an acute scarcity of sewing machine operators. Nevertheless plant expansion continues in this industry, as well as in the textile industry where equal shortages of workers are reported.

Construction.—The construction industry is forging ahead and new projects are starting continually, despite material obstacles. All construction tradesmen are fully employed except for electricians, whose employment is restricted by supply shortages. Heavy labour is in active demand. Two new training centres have been established to increase the supply of skilled construction tradesmen. Material shortages continue to delay work on many large projects—steel and plumbing supplies being especially scarce.

Ontario Region

Agriculture.—Haying operations have been almost completed and grain harvesting is now commencing. The crop situation is excellent and heavy yields are expected. Recent rains have improved the fruit crop in many districts and returns will be the highest in years. The seasonal pressure for farm labour has eased somewhat. The supply of western farm workers and students has been augmented by numerous casual workers as a result of the strikes, and is generally sufficient.

Logging.—Operators are organizing for fall cutting in both pulp and lumber camps. Demand for woodsmen is as high at the present time as it was during the peak season of last year. About 5,000 men are required in the Timmins area alone, but applicants are few. Sawmill labour is in good supply.

Mining.—The supply of miners is insufficient to meet present and future demands. Operators are willing to train inexperienced men and are requesting that orders be cleared through other employment offices. All men must pass a physical examination before entering underground work; the drawback to clearance placements is that most operators will not arrange for this before the worker is transferred, insisting that their own mine doctors perform the examination.

Manufacturing.—Strikes directly affect production in basic steel, rubber products, electrical products, automobile, brass and potash industries. At Windsor, strikes involving 4,500 workers have in turn caused the lay-off of 1,500 additional workers because of supply shortages. The disputes involving 7,500 at Hamilton have indirectly affected the employment of 550 other workers. Steel shortages have also resulted in a reduced working week for many plants.

A decrease in the current high rate of labour turnover in foundries is expected when wage increases now under consideration come into effect. Heavy industries in some areas require machinists and mechanics, but will not accept war-trained applicants. The textile industry still needs workers acutely, but few applicants are interested. Heavy labour turnover exists in the female labour field, as workers shift to higher-wage jobs.

Construction.—The demand for skilled labour in the construction industry remains a major problem. Unskilled labourers are urgently required but suitable applicants are few. To offset the shortage of labour, contractors are being urged to hire C.V.T. graduates, who could thus complete their apprenticeship during the present building boom.

Construction materials are in short supply. Although production has expanded, it cannot keep pace with demand. If the steel strike persists, it will seriously retard building progress.

Transportation.—Railway companies are in need of heavy labourers for maintenance work. Few suitable applicants are available, as the orders specify physically fit, husky men.

Lake shipping is progressing normally once more.

Prairie Region

Agriculture.—Haying operations are under way and farm labour demand is fairly heavy. Rye harvesting is in progress in the Saskatoon area; tractor and combine operators are particularly required. A heavy demand for workers during the harvest season is indicated.

Logging.—Orders for bush workers have increased in the Port Arthur and Kenora areas with the removal of prisoners of war labour. The Fort William and Winnipeg districts also report a heavy demand. Workers, however, are reluctant to accept woods employment during the summer months. Plans are under way to establish the pulp industry of the Fort Frances area on a twelve-month basis.

Coal Mining.—All coal mines require certificated miners, but few are available. The

housing shortage still prevents placements through clearance.

Hardrock Mining.—Gold mines are active and experienced underground men are in great demand. Physically fit as well as trained men are difficult to obtain. Exploration and development work continues, accompanied by a growing need for workers. Some companies will hire labourers of a good type, to be trained for various key positions where qualified workers are scarce.

The base metal industry plans great expansion in the Atikokan area; iron ore production will be trebled. The demand for skilled or semi-skilled labour continues despite placements and transfers-in from other areas, as the rate of turnover is high. Accommodation is available for single men.

Manufacturing.—Building material firms are in active operation except for sash and door factories, now hampered by glass shortages. Wage increases in some sections of this industry may reduce the present abnormal turnover of labour. Meat-packing plants are making inquiries as to the labour available to meet their seasonal requirements in the autumn. Physically fit men are needed in this industry at Edmonton. Flour mills are working steadily. Paper mills in the Northwestern Ontario area are in need of skilled labour. Qualified automotive mechanics and bodymen are required throughout the region. Many ex-servicemen registered in these categories find that employers consider war-training inadequate for the civilian trade.

Construction.—All types of construction projects are planned but material shortages are retarding progress. The shortage of skilled tradesmen in some regions is thus no longer so apparent with the slackening of activity. Lumber, brick, cement and finishing materials are particularly in short supply.

Transportation.—Section men and extra gang labourers are required for railway maintenance work at various divisional points.

Pacific Region

Agriculture.—All types of farm workers, except dairy workers, are in good supply. In the fruit belt a surplus exists, but this will disappear as fruit picking accelerates. The berry crops are almost over; haying and pea harvesting are in full swing. A record fruit crop is in prospect.

Logging.—The coastal logging industry, not yet fully recovered from the recent labour dis-

pute, may suffer a further serious set-back if the fire hazard forces a complete shut-down of major logging operations. The acute shortage of labour in the skilled logging occupations still persists—engineers, fallers and hook-tenders being in greatest demand.

Sawmills in the Vancouver area are in normal operation now that the log supply is again adequate. Three of the larger sawmills plan to enter the logging field in order to ensure a continuous supply of logs. Sawmills in the New Westminster area report a scarcity of skilled and semi-skilled workers, particularly shingle sawyers and packers, boommen and doggers. The supply of unskilled sawmill labour is ample.

Coal Mining.—Workers continue to leave this industry for other employment, and the problem of replacement grows more serious. The conditions of work appear to discourage applicants. Orders for labour are heavy but no workers are available.

Hardrock Mining.—The labour dispute in producer gold mines affects approximately 2,500 workers. Developmental operations are continuing, however, but would be affected by the strike as soon as they reached the production stage. The base metal industry is also involved in the current dispute and no settlement is imminent.

Manufacturing.—Strike conditions are curtailing production in iron and steel plants. The moulders' strike, now two months' old, is indirectly affecting operations in sawmills and other industries dependent on machine shops for repair parts and replacements. Shipyard activity is at a standstill pending negotiation of a new agreement in the steel yards; wages and hours have been agreed upon, but the overtime clause is still under discussion. Material shortages, particularly steel and castings, are still acute.

The late run of salmon has retarded fish cannery operations. Labour unrest is prevalent in Prince Rupert fish processing plants, and a strike may result shortly. Fertilizer, feed, packing and other manufacturing plants are busy.

Construction.—The demand for skilled construction workers rises as lumber supplies increase. All available finishing carpenters are employed.

The road construction program has been hampered by shortages of skilled shovelmen, grader operators, and "cat" operators. Contractors, especially those working in mountainous country, will hire only highly-experienced men. Orders for labourers are readily filled.

Sex Distribution of Persons in Recorded Employment

OF the 1,735,435 employees reported at June 1 by the establishments furnishing data in the eight leading industries, 1,347,788 were men and 387,647 were women, there being 777 of the former sex and 223 of the latter in each 1,000 workers in recorded employment. The number of men showed an increase of 7,803,

or 0.6 per cent as compared with May 1, but there was a reduction of 1,840 women, a loss of 0.5 per cent; the ratios then indicated were 775 men and 225 women per 1,000 employees.

Firms in the nine leading industries showed an advance of 6,169 persons in the month;

THE SEX DISTRIBUTION OF THE WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE NINE MAJOR INDUSTRIAL GROUPS,
AS AT JUNE 1, MAY 1 AND APRIL 1, 1946, WITH COMPARATIVE FIGURES
FOR OCTOBER 1 AND APRIL 1, 1945

Geographical and Industrial Unit	June 1, 1946 ²				May 1, 1946		April 1, 1946		Oct. 1, 1945		April 1, 1945	
	Men		Women		Men		Men		Men		Men	
	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES												
Maritime Provinces.....	116,651	20,272	85.2	14.8	84.9	15.1	84.7	15.3	83.3	16.7	83.2	16.8
Prince Edward Island...	2,148	888	70.8	29.2	69.8	30.2	69.7	30.3	71.7	28.3	67.6	32.4
Nova Scotia.....	67,887	10,533	86.5	13.5	86.4	13.6	85.9	14.1	85.3	14.7	84.3	15.7
New Brunswick.....	47,116	8,851	84.2	15.8	83.7	16.3	84.0	16.0	81.3	18.7	82.3	17.7
Quebec.....	408,078	133,746	75.3	24.7	74.5	25.5	74.6	25.4	74.6	25.4	73.0	27.0
Ontario.....	581,737	192,972	75.1	24.9	74.8	25.2	74.6	25.4	71.8	28.2	70.2	29.8
Prairie Provinces.....	173,747	47,749	78.4	21.6	77.8	22.2	77.8	22.2	76.0	24.0	74.7	25.3
Manitoba.....	76,237	23,739	76.3	23.7	75.5	24.5	75.7	24.3	73.5	26.5	71.9	28.1
Saskatchewan.....	35,515	9,313	79.2	20.8	78.5	21.5	77.9	22.1	77.1	22.9	75.5	24.5
Alberta.....	61,995	14,697	80.8	19.2	80.4	19.6	80.3	19.7	78.7	21.3	77.9	22.1
British Columbia.....	105,962	29,152	78.4	21.6	81.3	18.7	81.0	19.0	78.7	21.3	79.4	20.6
Canada.....	1,386,175	423,891	76.6	23.4	76.4	23.6	76.3	23.7	74.7	25.3	73.3	26.7
(b) CITIES												
Montreal.....	192,752	86,747	69.0	31.0	68.2	31.8	67.7	32.3	67.4	32.6	66.4	33.6
Quebec.....	17,926	7,428	70.7	29.3	70.6	29.4	70.5	29.5	72.3	27.7	69.9	30.1
Toronto.....	165,181	86,792	65.6	34.4	65.4	34.6	65.4	34.6	62.7	37.3	60.4	39.6
Ottawa.....	16,827	9,514	63.9	36.1	63.5	36.5	63.5	36.5	60.6	39.4	59.4	40.6
Hamilton.....	42,391	16,006	72.6	27.4	72.9	27.1	72.2	27.8	69.3	30.7	67.3	32.7
Windsor.....	31,835	5,583	85.1	14.9	85.1	14.9	84.9	15.1	74.6	25.4	80.9	19.1
Winnipeg.....	44,983	20,609	68.6	31.4	67.7	32.3	67.9	32.1	64.8	35.2	63.6	36.4
Vancouver.....	47,704	20,557	69.9	30.1	71.7	28.3	71.4	28.6	71.5	28.5	71.7	28.3
Halifax.....	16,003	5,904	73.0	27.0	75.1	24.9	75.9	24.1	73.0	27.0	75.7	24.3
Saint John.....	8,866	3,617	71.0	29.0	73.2	26.8	74.4	25.6	68.0	32.0	73.6	26.4
Sherbrooke.....	5,802	3,226	64.3	35.7	62.9	37.1	62.2	37.8	59.9	40.1	59.6	40.4
Three Rivers.....	7,392	2,459	75.0	25.0	72.5	27.5	72.4	27.6	73.7	26.3	69.9	30.1
Kitchener-Waterloo.....	12,551	5,708	68.7	31.3	68.3	31.7	68.1	31.9	64.2	35.8	63.1	36.9
London.....	15,301	7,121	68.2	31.8	68.1	31.9	67.2	32.8	64.2	35.8	63.3	36.7
Fort William-Port Arthur.....	8,665	1,587	84.5	15.5	84.4	15.6	83.3	16.7	82.3	17.7	73.8	26.2
Regina.....	6,449	3,869	62.5	37.5	62.5	37.5	61.3	38.7	58.0	42.0	57.2	42.8
Saskatoon.....	5,066	2,120	70.5	29.5	70.0	30.0	69.1	30.9	66.8	33.2	64.1	35.9
Calgary.....	14,302	4,751	75.1	24.9	74.3	25.7	73.9	26.1	71.6	28.4	70.8	29.2
Edmonton.....	13,256	5,880	69.3	30.7	68.2	31.8	67.3	32.7	64.5	35.5	61.7	38.3
Victoria.....	8,783	3,156	73.6	26.4	75.2	24.8	74.8	25.2	74.0	26.0	74.8	25.2
(c) INDUSTRIES												
Manufacturing.....	739,713	228,687	76.4	23.6	76.3	23.7	75.9	24.1	74.0	26.0	72.8	27.2
Durable Goods ¹	390,668	122,986	88.1	11.9	88.0	12.0	87.8	12.2	86.2	13.8	83.3	16.7
Non-Durable Goods.....	329,205	173,215	65.5	34.5	65.1	34.9	64.6	35.4	62.4	37.6	60.3	39.7
Electric Light and Power.....	19,840	2,486	88.9	11.1	88.5	11.5	88.2	11.8	87.4	12.6	86.4	13.6
Logging.....	57,720	1,107	98.1	1.9	98.5	1.5	98.4	1.6	98.1	1.9	98.3	1.7
Mining.....	72,548	1,672	97.7	2.3	97.7	2.3	97.7	2.3	97.2	2.8	97.0	3.0
Communications.....	17,393	20,501	45.9	54.1	45.8	54.2	45.6	54.4	44.2	55.8	43.2	56.8
Transportation.....	150,767	11,479	92.9	7.1	92.9	7.1	92.5	7.5	91.8	8.2	91.7	8.3
Construction and Maintenance.....	164,000	3,447	97.9	2.1	97.7	2.3	97.5	2.5	97.8	2.2	96.6	3.4
Services.....	24,944	31,370	44.3	55.7	44.5	55.5	44.5	55.5	42.4	57.6	40.7	59.3
Trade.....	120,703	89,384	57.5	42.5	56.9	43.1	57.1	42.9	53.2	46.8	51.2	48.8
Eight leading industries.....	1,347,788	387,647	77.7	22.3	77.5	22.5	77.4	22.6	75.8	24.2	74.3	25.7
Finance.....	38,387	36,244	51.4	48.6	51.3	48.7	51.2	48.8	46.7	53.3	46.0	54.0
Total—all industries.....	1,386,175	423,891	76.6	23.4	76.4	23.6	76.3	23.7	74.7	25.3	73.3	26.7

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The nondurable group includes the remaining manufacturing industries with the exception of electric light and power. ² The June data are subject to revision.

the number of men increased by 8,007, or 0.6 per cent, but there was a decrease of 1,838, or 0.4 per cent in the reported women workers. The ratio of the latter per 1,000 persons of both sexes in recorded employment in this group of industries was 234, as compared with 236 at May 1. This proportion and that in the eight major industrial groups, were lower than those indicated in any earlier enquiry into sex distribution. The ratio of women per 1,000 persons in recorded employment reached its maximum at October 1, 1944, when the number of women reported in the eight industries was 261 per 1,000, and in the nine major industrial divisions, 271. As goes without saying, the completion or the curtailment of war work is a factor of outstanding importance in the declines recently indicated in the numbers and the proportions of women workers, but the seasonal element and the existence

of strikes at June 1 also entered into the situation to a considerable extent. The last two factors affect the value of comparisons of the latest data with those obtained in the earlier surveys into sex distribution, made as at October 1, in 1942-45, and at April 1 in 1944 and 1945.

There were losses at June 1 as compared with a month earlier in the number of men reported in manufacturing, logging and transportation, mainly as a result of the strikes; in mining, communications, services, trade and finance, the employment of such workers reached a higher level. In the three divisions first mentioned, the indicated numbers of women were also lower at June 1 than at May 1, and there were declines in trade. Little change was shown in mining, construction and finance, but employment for women was more active in services.

Applications for Employment; Vacancies and Placements; June, 1946

REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission for the four weeks May 31 to June 27, 1946, showed a decrease of 2.3 per cent in the daily average of placements effected when compared with the preceding four-week period May 3 to May 30, and a loss of 38.4 per cent in comparison with the four weeks June 1 to June 28, 1945. Under the first comparison agriculture, and finance and insurance showed increases but all other industrial groups registered losses. When compared with the four weeks of June, last year, except for an increase in agriculture all industrial groups recorded declines the most pronounced being a substantial decrease in manufacturing, and moderate losses in public utilities operation, forestry and logging, trade and services.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at the National Employment Service Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each 100 applications was 101.5 during the four weeks ending June 27, 1946, in contrast with 115.0 in the previous period, and 98.9 during the four weeks June 1 to June 28, 1945. The ratio of placements to each 100 applications during the period under review was 46.8 compared

with 51.9 in the preceding four weeks and 63.3 during the corresponding period in June last year.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the four weeks May 31 to June 27, 1946, was 6,745 in comparison with 7,077 in the preceding period and 7,908 during the four-weeks June 1 to June 28 last year. The average number of applications for employment received daily during the period under review was 6,644 compared with 6,152 in the previous period and 7,990 during the four weeks in June 1945. The average number of placements made daily by the offices during the four weeks ending June 27, 1946 was 3,117 of which 2,867 were in regular employment and 250 in work of one week's duration or less, in comparison with a daily average of 3,191 during the previous period. Placements during the four weeks ending June 28, 1945 averaged 5,064 daily consisting of 4,896 in regular employment and 168 in casual work.

During the four weeks May 31 to June 27, 1946, the offices referred 111,931 persons to employment and effected a total of 71,702 placements. Of these, the placements in regular employment numbered 65,952 of which 50,578 were of males and 15,374 of females, while placements in casual work totalled 5,750. The number of vacancies reported by employers was 108,937 for males and 46,207 for females a total of 155,144, while applications for work numbered 152,822 of which 115,768 were from males and 37,054 from females. Reports for

public utilities operation were largely responsible for the total reduction in placements for the corresponding period of last year, although trade and services showed moderate losses. In the remaining groups a moderate improvement was noted in construction. Placements by industrial divisions numbered: construction 719; services 482; manufacturing 361; trade 287; public utilities operation 125 and mining 102. There were 1,701 men and 368 women placed in regular employment.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the province of Quebec during the four weeks terminating June 27, 1946; there being 1,343 in contrast with 1,673 in the previous period and 2,170 during the corresponding four weeks of last year. Placements, likewise, decreased under both comparisons, the daily average being 493 during the period under review, as compared with 538 in the four weeks terminating May 30, and 1,391 during the period June 1 to June 28, 1945. Except for a moderate increase in agriculture, all industrial groups reported decreases, the most noteworthy being in manufacturing followed by fairly substantial losses in forestry and logging, construction, public utilities operation, services and trade and moderate declines in mining and finance and insurance. Industrial divisions in which most of the placements were effected were: manufacturing 3,884; services 2,283; construction 1,992; forestry and logging 851; trade 777; public utilities operation 480; mining 461 and agriculture 427. Placements in regular employment totalled 8,841 of men and 2,358 of women.

Ontario

Opportunities for employment at Employment Offices in Ontario during the period ending June 27, 1946, numbered 3,194 daily in comparison with 3,121 during the four weeks ending May 30, and 3,482 in the period June 1 to June 28 a year ago. The average number of placements effected daily was 1,407 during the four weeks under review, in contrast with 1,329 in the previous period and 2,135 during the four weeks ending June 28 last year. A substantial reduction in manufacturing together with fairly large decreases in public utilities operation, services and trade accounted for the loss in placements from the period ending June 28, 1945. Moderate declines were registered in finance and insurance, forestry and logging, and mining but these contractions were partly offset by gains in construction and agriculture. Industries in which employment

was secured for more than 500 workers included: manufacturing 11,834; services 6,926; construction 5,769; trade 2,930; public utilities operation 1,990; mining 946; agriculture 911, and forestry and logging 635. Regular placements numbered 24,132 of men and 6,550 of women.

Manitoba

The demand for workers on a daily average as indicated by vacancies listed at Employment Offices in Manitoba during the four weeks under review, was 390 as compared with 349 in the preceding period and 367 during the corresponding four weeks of 1945. There was a daily average of 217 placements in comparison with 212 in the previous period and 265 during the four weeks terminating June 28 a year ago. Reductions in placements from the period June 1 to June 28 last year took place in public utilities operation, manufacturing, construction and trade, all of which were moderate in volume. The changes in all other groups were negligible. Placements by industrial groups numbered: services 1,623; manufacturing 1,145; trade 903; public utilities operation 506; construction 457 and mining 162. There were 2,502 men and 1,316 women placed in regular employment.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the period ending June 27, 1946, called for an average of 218 workers daily in contrast with 220 in the previous four weeks and 193 during the period ending June 28, 1945. Placements showed a lower average during the four weeks under review, being 133 daily in comparison with 146 in the preceding period and 143 during the corresponding four weeks a year ago. Placements by industrial groups showed small variation from the period ending June 28 last year, the largest changes being a moderate loss in public utilities operation and a gain in services. Placements by industries included: services 1,304; trade 559; construction 439; manufacturing 326; public utilities operation 216 and agriculture 149. Placements in regular employment totalled 1,810 of men and 671 of women.

Alberta

Employment opportunities as indicated by orders received at Offices in Alberta during the four weeks under review, showed a daily average of 407 workers in comparison with 406 in the preceding period and 413 during the four weeks terminating June 28, 1945. Placements recorded a daily average of 243 during both the period under review and the previous four

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MAY 31 TO
JUNE 27, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island.....	639	262	703	535	392	10	1,629
Charlottetown.....	373	214	442	358	215	10	1,119
Summerside.....	266	48	261	177	177	.....	510
Nova Scotia.....	5,352	3,192	6,535	4,781	3,317	163	13,336
Amherst.....	244	73	227	268	194	.....	671
Bridgewater.....	84	78	98	105	61	.....	325
Dartmouth.....	212	267	328	212	122	8	318
Digby.....	42	133	79	7	2	.....	698
Glace Bay.....	335	35	436	357	343	.....	1,034
Halifax.....	1,772	1,451	1,845	1,361	710	25	2,201
Inverness.....	108	1	112	76	76	.....	308
Kentville.....	176	220	255	137	74	2	737
Liverpool.....	318	258	86	84	38	1	243
New Glasgow.....	584	61	982	570	485	49	2,296
New Waterford.....	78	159	146	90	89	.....	287
North Sydney.....	146	30	199	154	131	8	303
Pictou.....	90	12	135	70	47	5	280
Springhill.....	39	24	91	22	14	.....	255
Sydney.....	648	157	755	735	552	54	1,460
Sydney Mines.....	105	3	120	111	103	.....	627
Truro.....	210	144	302	266	133	11	397
Yarmouth-Shelburne.....	161	96	339	186	153	.....	896
New Brunswick.....	4,406	3,865	5,202	3,188	2,069	124	9,908
Bathurst.....	28	20	267	26	18	1	1,372
Campbellton.....	347	208	353	227	64	48	995
Edmundston.....	241	574	221	200	195	.....	227
Fredericton.....	295	250	358	258	148	.....	254
Minto.....	295	125	173	174	168	4	187
Moncton.....	1,383	1,215	1,731	1,071	653	34	2,910
Newcastle.....	78	67	211	29	21	.....	1,032
Saint John.....	1,243	913	1,550	963	619	35	2,261
St. Stephen.....	81	227	108	52	36	.....	210
Sussex.....	237	174	104	97	61	2	160
Woodstock.....	178	92	126	91	86	.....	300
Quebec.....	30,886	37,999	33,966	21,032	11,199	131	49,445
Acton Vale.....	234	245	123	142	87	.....	97
Asbestos.....	119	132	100	66	53	.....	81
Baie St. Paul.....	216	164	122	104	96	.....	67
Beauharnois.....	92	92	107	76	71	.....	237
Buckingham.....	238	44	310	192	194	.....	278
Causapscal.....	14	353	56	.....	.....	.....	359
Chandler.....	110	128	109	.....	.....	.....	622
Chicoutimi.....	1,575	1,259	532	242	172	.....	520
Coaticook.....	70	82	33	16	21	.....	86
Cowansville.....	45	40	44	23	20	.....	53
Dolbeau.....	375	1,337	74	38	30	.....	28
Drummondville.....	756	536	665	758	601	.....	764
East Angus.....	75	22	102	61	58	.....	75
Farnham.....	66	109	39	16	6	.....	83
Granby.....	219	339	269	104	102	.....	194
Hull.....	378	554	476	226	117	.....	1,059
Joliette.....	374	414	409	259	131	.....	701
Jonguiere.....	122	46	290	96	50	.....	541
Lachute.....	448	276	226	215	138	.....	145
La Malbaie.....	844	107	780	703	703	.....	69
La Tuque.....	468	402	174	90	82	1	159
Levis.....	363	273	359	70	49	.....	2,044
Louiseville.....	65	52	173	69	53	.....	107
Magog.....	169	106	135	162	79	.....	116
Matane.....	662	458	396	375	413	.....	101
Megantic.....	132	69	92	53	51	.....	68
Mount Laurier.....	104	49	110	88	70	.....	236
Montmagny.....	47	39	63	30	28	.....	291
Montmorency.....	133	17	97	118	108	.....	20,521
Montreal.....	11,935	22,900	14,376	9,338	2,406	98	76
Plessisville.....	46	81	53	30	22	.....	82
Port Alfred.....	257	146	63	30	12	.....	8,227
Quebec.....	1,891	1,397	3,162	1,732	831	7	57
Richmond.....	194	175	95	59	52	.....	335
Rimouski.....	162	620	232	268	294	.....	456
Riviere du Loup.....	248	240	117	13	6	.....	83
Roberval.....	115	114	110	85	69	.....	361
Rouyn.....	636	515	496	391	240	.....	37
Ste. Agathe.....	250	240	162	176	159	.....	123
Ste. Anne de Bellevue.....	62	48	77	30	21	.....	247
Ste. Therese.....	450	264	364	362	308	.....	351
St. Georges de Beauce.....	2	15	33	.....	.....	.....	292
St. Hyacinthe.....	367	529	206	111	83	.....	230
St. Jean.....	786	595	947	777	617	.....	.....

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MAY 31 TO
JUNE 27, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Jerome.....	368	312	394	231	168		226
St. Joseph d'Alma.....	129	24	210	135	109		280
Shawinigan Falls.....	373	29	547	338	342		851
Sherbrooke.....	851	432	846	780	563	23	317
Sorel.....	494	72	488	296	153		97
Thetford Mines.....	227	54	310	234	188		455
Three Rivers.....	930	236	1,343	475	342	2	2,585
Val d'Or.....	1,011	587	300	233	201		117
Valleyfield.....	172	354	2,218	172	121		2,714
Victoriaville.....	417	276	352	344	309		182
Ontario							
Arnprior.....	73,468	53,367	58,498	49,565	30,682	1,677	51,038
Barrie.....	185	148	184	184	183		19
Belleville.....	353	357	161	146	100		196
Bracebridge.....	455	259	255	274	305		519
Brampton.....	367	183	252	192	174		142
Brantford.....	323	314	84	75	52	2	113
Brookville.....	1,367	689	746	558	439	68	532
Carleton Place.....	321	87	370	373	230		161
Chatham.....	227	55	150	185	185		78
Cobourg.....	547	401	539	596	383	1	523
Collingwood.....	136	49	159	131	115		60
Cornwall.....	65	57	35	30	30		308
Dunnville.....	842	192	1,263	818	736	13	1,068
Fergus.....	62	103	78	59	46		80
Fort Erie.....	90	56	55	64	50		6
Fort Frances.....	455	274	277	523	272		220
Fort William.....	365	203	246	230	227		93
Galt.....	1,759	1,349	835	625	433	2	1,821
Ganonoque.....	595	508	263	251	165		143
Goderich.....	111	23	115	124	119		23
Guelph.....	259	230	106	97	79	6	58
Hamilton.....	827	414	678	584	488		308
Hawkesbury.....	4,144	2,640	4,111	4,450	1,728	218	4,807
Ingersoll.....	93	53	148	162	58	1	192
Kapuskasing.....	106	45	99	106	95		21
Kenora.....	1,450	1,451	57	51	21	1	44
Kingston.....	123	397	171	78	94		190
Kirkland Lake.....	871	321	1,027	1,094	561		718
Kitchener-Waterloo.....	844	653	886	829	565	15	356
Leamington.....	1,708	1,043	681	883	535	1	237
Lindsay.....	244	140	243	229	150		118
Listowel.....	110	65	70	141	93		341
London.....	185	185	105	125	91		88
Midland.....	3,189	1,816	2,182	2,373	1,399	197	921
Napanee.....	116	92	222	113	63		347
Newmarket.....	92	91	84	72	62		102
New Toronto.....	53	112	37	22	8		94
Niagara Falls.....	1,093	735	1,058	750	692		575
North Bay.....	779	370	577	605	419	5	480
Orangeville.....	866	417	611	455	400	46	265
Orillia.....	102	74	23	50	48		58
Oshawa.....	490	189	470	447	403	6	404
Ottawa.....	834	627	962	541	301	6	2,594
Owen Sound.....	2,718	1,683	2,878	2,445	1,182	3	3,639
Paris.....	433	236	332	354	271	4	126
Parry Sound.....	37	83	31	24	13		29
Pembroke.....	266	229	145	70	51		396
Perth.....	497	239	482	393	310	2	350
Peterborough.....	300	194	308	248	179	21	122
Pictou.....	848	431	1,004	1,108	760		734
Port Arthur.....	116	76	88	88	48		76
Port Colborne.....	3,709	4,167	1,193	921	948		1,405
Port Hope.....	152	205	218	120	75		383
Prescott.....	185	231	83	93	62		33
Prescott.....	58	29	87	56	48		189
Renfrew.....	246	123	150	215	150		140
St. Catharines.....	1,210	565	1,073	898	585		1,572
St. Thomas.....	567	568	444	418	258	6	286
Sarnia.....	408	251	361	258	168		370
Sault Ste. Marie.....	727	1,492	473	371	344	1	439
Simcoe.....	336	383	185	178	112	7	109
Sioux Lookout.....	105	82	43	7			29
Smiths Falls.....	253	112	125	83	41		128
Stratford.....	533	332	595	554	399	60	332
Sturgeon Falls.....	121	47	140	127	91		170
Sudbury.....	3,308	2,393	1,370	1,318	889	46	1,494
Tillsonburg.....	101	90	32	43	26		23
Timmins.....	2,104	1,333	1,467	1,474	1,192	30	823
Toronto.....	21,297	17,102	11,924	13,075	7,069	716	9,481
Toronto Junction.....	1,677	1,269	1,065	1,201	691	28	959
Trenton.....	191	200	152	199	142		155

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MAY 31 TO
JUNE 27, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Walkerton.....	111	75	86	25	16	.....	174
Wallaceburg.....	128	46	240	73	45	.....	136
Welland.....	801	371	747	780	452	.....	1,083
Weston.....	693	411	714	650	389	.....	538
Windsor.....	1,823	571	9,402	1,833	938	165	5,498
Woodstock.....	296	281	186	170	141	.....	184
Manitoba.....	8,965	5,001	9,862	8,223	3,818	1,171	13,378
Brandon.....	301	276	414	307	205	.....	1,081
Dauphin.....	197	138	304	176	98	2	594
Flin Flon.....	281	74	257	247	188	9	42
Portage la Prairie.....	124	126	278	129	64	.....	632
Selkirk.....	53	32	100	48	41	.....	96
The Pas.....	93	115	114	88	41	.....	1
Winnipeg.....	7,916	4,240	8,395	7,228	3,180	1,159	10,841
Saskatchewan.....	5,005	3,043	7,186	5,340	2,481	585	5,903
Estevan.....	130	67	141	117	105	.....	71
Moose Jaw.....	516	345	737	620	261	25	821
North Battleford.....	158	198	168	107	45	.....	413
Prince Albert.....	319	295	681	448	225	16	760
Regina.....	2,061	858	2,741	2,484	1,140	377	1,287
Saskatoon.....	1,384	908	2,063	1,165	514	140	1,857
Swift Current.....	49	50	91	68	22	7	251
Weyburn.....	127	80	133	107	66	2	86
Yorkton.....	261	242	431	224	103	18	357
Alberta.....	9,355	4,776	9,225	7,824	4,667	913	7,459
Black Diamond.....	86	23	96	65	59	.....	106
Blairmore.....	366	285	95	84	109	.....	36
Calgary.....	2,953	1,320	3,257	2,868	1,671	346	2,980
Drumheller.....	86	244	126	73	56	.....	132
Edmonton.....	4,363	1,768	4,465	3,700	1,920	552	3,400
Edson.....	306	223	47	40	138	.....	39
Lethbridge.....	547	404	513	475	328	11	390
Medicine Hat.....	384	191	432	377	276	4	232
Red Deer.....	264	318	194	142	110	.....	144
British Columbia.....	17,068	9,417	21,645	11,443	7,337	976	27,185
Chilliwack.....	489	114	472	412	363	65	191
Courtenay.....	42	172	129	12	26	.....	270
Cranbrook.....	105	99	59	42	38	.....	98
Dawson Creek.....	316	131	228	246	260	.....	58
Duncan.....	388	236	191	117	174	.....	235
Fernie.....	20	105	19	18	16	.....	20
Kamloops.....	340	151	476	244	247	.....	109
Kelowna.....	140	59	133	136	68	.....	269
Nanaimo.....	172	159	599	144	105	6	382
Nelson.....	300	201	277	246	190	.....	334
New Westminster.....	1,885	1,229	1,901	835	522	65	2,936
North Vancouver.....	182	46	629	159	102	.....	2,190
Pentiction.....	354	228	272	269	211	2	309
Port Alberni.....	353	313	304	124	60	.....	195
Prince George.....	522	248	449	453	355	15	216
Prince Rupert.....	290	243	219	134	111	.....	38
Princeton.....	216	67	160	145	171	6	432
Trail.....	315	130	441	325	271	.....	16,494
Vancouver.....	8,067	4,154	11,864	5,720	2,373	735	456
Vernon.....	565	328	595	337	342	.....	2,592
Victoria.....	1,815	869	2,097	1,213	1,070	82	51
Whitehorse.....	192	135	131	112	252	.....	.....
Canada.....	155,144	120,922	152,822	111,931	65,952	5,750	179,281
Males.....	108,937	72,541	115,768	80,075	50,578	2,181	141,494
Females.....	46,207	48,381	37,054	31,856	15,374	3,569	37,787

years, but 261 during the corresponding period a year ago. Significant changes in placements when compared with the four weeks June 1 to June 28 last year, consisted of losses in public utilities operation, trade and manufacturing and gains in construction and services. Industrial divisions in which the majority of placements were effected were: services 1,747; construction 1,032; manufacturing 861; trade 766; mining 388; public utilities operation 340 and

agriculture 289. Regular placements numbered 3,546 of men and 1,121 of women.

British Columbia

During the period ending June 27, 1946, the daily average of positions offered through Employment Offices in the province of British Columbia was 742, in contrast with 806 in the previous four weeks and 1,075 during the corresponding period a year ago. Placements

decreased under both comparisons, the daily average being 361 as compared with 446 in the preceding four weeks and 712 during the period ending June 28 last year. The loss in placements from the four weeks ending June 28, 1945, was mainly due to a fairly substantial reduction in manufacturing supplemented by decreases somewhat smaller in volume in forestry and logging, public utilities operation, trade and services. In addition, a moderate

decline was shown in construction but was entirely offset by gains in agriculture and mining. Placements by industrial divisions included: services 2,596; manufacturing 1,592; construction 1,305; trade 1,072; public utilities operation 564; mining 524; agriculture 266, and forestry and logging 250. There were 5,228 men and 2,099 women placed in regular employment.

Employment Gain Shown by Quarterly Labour Force Survey

TOTAL employment in Canada reached an estimated 4,702,000 by June 1, a gain of 390,000 since the end of February, according to the third quarterly labour force survey by the Dominion Bureau of Statistics. Employment in agriculture rose by 190,000, slightly more than one-half of the increase being accounted for by women working on farms, while in other industries it increased by about 200,000, although the volume of female employment showed a slight drop.

Employed persons, as recorded in the survey, are those who worked during the week ending June 1 as well as those who had jobs but did not work at them because of illness, bad weather, vacation, labour disputes, or temporary lay-offs of less than 30 days.

The number of unemployed, consisting of those who were looking for work and did not work in the week ending June 1, totalled

culture, consisting almost exclusively of unpaid family workers helping around the farm during the seasonal peak of activity, contrasts with a drop of about 20,000 women in the non-agricultural labour force, indicative of the continuing retirement of women from the labour market. On the other hand, there was an increase of more than 200,000 in the male labour force in agriculture and non-agricultural industries. The number of men in the labour force was estimated to be 3,732,000 on June 1 as against 3,511,000 on February 23. This increase reflects the re-entry of veterans into the labour market as well as an increase in the number of students working.

The following table shows changes that occurred in the employment status of Canadians in the three months between the end of February and the beginning of June as indicated by the survey:—

	February 23	June 1	Net Change
Civilian labour force.....	4,525,000	4,828,000	+ 303,000
Employed	4,312,000	4,702,000	+ 390,000
at work	4,207,000	4,581,000	+ 374,000
with a job but not at work.....	105,000	121,000	+ 16,000
Unemployed	213,000	126,000	— 87,000
Not in the labour force.....	4,013,000	3,890,000	— 123,000

126,000, about 87,000 below the estimate for February 23. According to this definition, the number of unemployed men fell by about 70,000 between February and June to a level of 108,000, and female unemployment was 18,000, approximately 50 per cent less than three months earlier. This estimate of unemployment does not include those who were temporarily laid off or were working at casual part-time jobs, a substantial proportion of whom were registered as unplaced applicants at local National Employment Service Offices. This accounts for the fact that the number of unplaced applicants, which was 210,404 on May 30, yields a higher estimate of unemployment.

The total labour force, consisting of the employed and the unemployed, showed a net gain of roughly 300,000 in the three months and reached 4,828,000 on June 1. The marked increase in the female labour force in agri-

These estimates are based on a scientific cross-section survey of the Canadian population, covering about 25,000 households in nearly 100 different areas scattered over Canada. The purpose of these surveys is to provide quarterly breakdowns of the civilian non-institutional population 14 years of age and over by labour market status. People are classified not by what they normally do but on the basis of their activities during the survey week.

Employed persons, as shown in the table, consist principally of those who worked one hour or more in the survey week for pay or profit or who did unpaid family work on a farm or in a business. Also counted as employed are those who had jobs but did not work at them during the survey week because of temporary illness, vacation, bad weather, labour disputes, or temporary lay-off lasting less than 30 days. The number in this

category was estimated at 121,000 on June 1, an increase of about 16,000 since three months earlier, mainly because of an increase in the number of persons on strike. It was estimated that 60,000 persons had jobs but did not work

at them during the survey week because of temporary illness, while nearly 20,000 others were temporarily laid off but were expecting to return to work within 30 days of the time of being laid off.

Quarterly Report of the National Employment Service Offices, March 29 to June 27, 1946

Employment conditions, as indicated by the work of the National Employment Service Offices of Canada during the quarter March 29 to June 27, 1946, showed losses in both vacancies and placements, there being reductions of 23.5 per cent in vacancies offered and 43.5 per cent in placements effected when

compared with those reported during the corresponding quarter of 1945. Construction and agriculture showed increases in both instances but all other industrial divisions recorded losses, the greatest reduction in vacancies being in manufacturing, public utilities operation, trade and services. The heaviest

TABLE I—VACANCIES AND PLACEMENTS OF NATIONAL

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	91	60		216	109	1	205	97		913	520	2
Fishing, Hunting and Trapping	9	7		57	28		5	2	1	4	3	
Forestry and Logging	6	8		1,242	474		2,156	255		16,043	2,755	21
Mining				413	301		278	219	4	3,213	1,666	
Metallic Ores and Prospecting.....				6	1					1,965	1,000	
Coal.....				385	287		275	216	4	27	7	
Oil, Gas Wells, Quarrying.....				22	13		3	3		1,321	659	
Manufacturing	842	403	100	3,497	2,184	21	2,860	1,243	23	40,605	13,482	31
Food and Kindred Products.....	501	295	2	808	558	9	884	234	4	3,877	1,162	2
Textiles, apparel, etc.....	3	4	1	424	257	1	182	72	1	11,832	3,672	3
Lumber and Finished Lumber Products	91	15	1	251	133		800	386		4,789	1,873	3
Pulp, Paper Products and Printing.....	14	8		571	350	2	286	135		3,502	1,445	16
Chemical and Allied Products.....	225	76	96	42	24	8	156	112		1,339	429	
Products of Petroleum and Coal										415	105	
Rubber Products.....				1	1					973	449	2
Leather and its Products.....				3	1		14	11		1,641	427	1
Stone, Clay and Glass Products.....				90	45		88	43		1,036	463	
Iron and Steel and their Products.....	1	1		335	294	1	249	168	1	2,298	819	1
Non-Ferrous Metal Products.....	3	3		3	3		4	2		2,073	318	
Machinery.....				16	11		11	8		2,796	877	1
Transportation Equipment.....	2	1		949	507		151	63	17	2,602	1,110	
Miscellaneous.....				4			35	9		1,432	333	2
Construction	278	230	2	3,404	2,065	68	2,614	1,481	7	16,552	7,074	108
Public Utilities Operation	93	88		991	545	31	1,474	421	90	5,893	1,427	
Heat, Light and Power.....	28	27		35	26		39	22		674	367	
Transportation and Storage.....	45	44		837	437	31	1,253	352	88	4,014	860	
Communications.....	20	17		119	82		82	47	2	1,205	200	
Trade	383	300	15	1,978	1,181	60	1,606	782	29	7,597	2,574	4
Finance and Insurance	14	13		167	57	1	108	46	2	1,880	448	1
Services	610	319	19	4,976	2,485	478	3,170	1,264	363	17,802	5,799	362
Professional and Public.....	191	125	1	2,250	1,245	35	1,124	595	31	4,444	1,745	29
Recreational.....	5	4		110	77	1	126	39	18	569	140	
Business.....	8	4	3	30	19		30	10	1	385	84	
Domestic.....	182	53	15	795	143	435	560	66	299	2,655	510	255
Personal other than Domestic.....	47	31		245	157	1	156	78	4	1,681	494	1
Hotels and Restaurants.....	145	78		1,210	640	2	855	301	6	5,751	2,101	11
All Others.....	32	24		356	204	4	318	175	4	2,317	727	66
Totals	2,326	1,428	136	16,941	9,429	660	14,476	5,810	519	110,602	35,748	480
Males	1,581	1,004	133	12,741	7,281	328	11,086	4,652	222	81,166	28,893	104
Females	745	424	3	4,200	2,148	332	3,390	1,158	297	29,436	6,855	376

losses in placements were in manufacturing, public utilities operation, services, forestry and logging and trade. All provinces except Saskatchewan and Prince Edward Island reported fewer vacancies and all recorded reductions in placements, the greatest declines in both vacancies and placements being in Quebec, Ontario and British Columbia.

The accompanying table gives the vacancies and placements of the National Employment Offices by industrial groups in the various provinces during the period March 29 to June 27, 1946.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the National Employment Service Offices during June, 1946, it will be seen that

the curves of vacancies and placements in relation to applications showed upward courses in April and May but downward trends in June. During the thirteen-week period there was a ratio 110.3 vacancies and 49.3 placements for each 100 applications for employment as compared with 113.2 vacancies and 68.5 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 6,864, of applicants registered 6,218, and of placements effected 3,069 in contrast with a daily average of 8,742 vacancies, 7,721 applications and 5,290 placements during the same quarter of 1945.

EMPLOYMENT SERVICE OFFICES, MARCH 29, TO JUNE 27, 1946

Ontario			Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
4,162	1,986	73	745	477	5	1,273	784	7	1,864	1,321	3	1,486	455	68	10,955	5,809	159
8	2		14	5		5	3		4	2		67	27		173	79	1
18,089	3,076		461	73		109	30		894	275	1	7,171	2,302	9	46,171	9,248	31
4,521	2,625	1	760	527		105	62		2,093	971	5	2,429	1,555	15	13,912	7,926	25
3,723	2,345	1	619	480		15	12		422	255		1,661	1,193	3	8,411	5,286	4
134	12					44	37		1,454	568		247	26		2,566	1,153	4
664	268		141	47		46	13		217	148	5	521	336	12	2,935	1,487	17
86,199	36,575	201	5,987	2,816	434	1,635	959	94	3,806	2,119	148	12,596	6,067	278	158,027	65,548	1,330
11,067	4,343	29	1,675	829	103	836	505	56	1,435	928	28	1,850	990	55	22,933	9,844	288
11,561	3,615	18	1,073	417	38	27	17	2	233	97	78	343	153	14	25,680	8,304	156
7,001	3,372	23	578	200	200	240	111	14	807	371	8	3,927	2,045	30	18,484	8,606	279
8,588	3,189	24	490	259	5	175	102	4	170	79	16	1,231	485	7	15,027	6,052	74
3,184	1,257	38	142	59	21	27	19	1	37	19		171	111	4	5,323	2,106	168
380	174		78	43		74	40	3	52	33		171	56	15	1,170	451	18
3,153	977		2	1	1				1	1		45	26	2	4,175	1,455	5
2,560	755	2	128	42	2	15	5		8	1		90	52		4,459	1,294	5
3,072	1,245	3	343	171	3	128	94	10	573	401	5	332	186	1	5,662	2,648	22
9,303	4,411	10	583	373	13	9	3	1	118	45	2	978	337	29	13,874	6,451	58
3,360	1,648	19	132	49	36	35	23	1	73	43	1	573	417	11	6,256	2,606	68
11,243	5,305	13	214	128	1	49	31	2	133	58	8	366	183	10	14,828	6,601	35
7,890	4,877	7	379	170	4	16	9		149	37	1	2,270	949	97	14,408	7,723	126
3,837	1,407	15	170	75	7	4			17	6	1	249	77	3	5,748	1,907	28
28,982	16,411	99	3,193	1,560	29	2,869	1,586	75	5,492	3,258	90	7,429	4,518	86	70,813	38,183	474
15,277	7,447	92	2,836	1,342	87	1,586	807	39	2,843	1,019	58	4,253	2,099	132	34,746	15,195	529
2,130	1,133		195	83		56	41	2	500	173		159	122		3,816	1,994	2
11,692	5,820	90	2,538	1,215	86	1,503	747	37	1,775	814	58	379	1,842	129	27,548	12,131	519
1,455	494	2	103	44	1	27	19		68	32		303	135	3	3,382	1,070	8
19,949	9,122	245	4,299	2,020	589	2,787	1,353	344	3,296	1,804	337	6,677	3,322	229	48,572	22,458	1,893
3,309	1,166	8	500	225	35	261	108	12	323	132	15	1,176	382	16	7,738	2,577	90
49,077	16,840	4,372	8,200	2,606	2,403	6,918	2,735	1,379	10,279	3,489	2,147	15,776	5,787	2,406	116,808	41,324	13,929
15,196	6,546	59	2,216	1,083	179	2,171	1,401	62	2,595	1,293	48	3,981	2,312	73	34,168	16,343	517
1,975	721	27	462	129	26	192	64	18	323	137	74	408	156	18	4,170	1,467	182
1,167	382		124	50	5	55	12	1	125	74	1	369	209	7	2,293	844	18
9,485	1,274	4,031	2,600	175	1,950	1,533	112	983	3,349	412	1,936	3,977	240	2,178	25,136	2,985	12,082
3,557	1,120	30	371	155	5	361	199	10	545	271	11	977	405	9	7,940	2,910	71
12,789	4,613	50	1,665	608	202	1,594	636	23	2,535	888	28	4,437	1,666	12	31,032	11,531	334
4,908	2,184	175	762	406	36	1,012	311	282	807	414	49	1,577	799	109	12,069	5,244	725
229 573	95,250	5,091	26,995	11,651	3,582	17,548	8,427	1,950	30,394	14,390	2,894	59,060	26,514	3,239	507,915	208,647	18,461
162,083	75,616	1,404	17,074	7,978	1,491	11,716	6,289	860	21,399	11,024	1,193	41,806	20,315	1,350	360,652	163,052	7,085
67,490	19,634	3,687	9,921	3,673	2,091	5,832	2,138	1,090	8,995	3,366	1,611	17,254	6,199	1,889	147,263	45,595	11,376

During the three months April to June, 1946, the offices reported that they had referred 358,701 persons to positions and had effected a total of 227,108 placements, of which 208,647 were in regular employment and 18,461 in casual work. Of the placements in regular employment 163,052 were of males and 45,595 of females. A comparison with the corresponding period in 1945 shows that 402,011 placements were then made, of which 389,013 were in regular employment and 12,998 in casual

work. Applications for employment during the period under review were received from 349,432 males and 110,684 females, a total of 460,116 in contrast with the registration of 586,794 applicants during the same period last year. Employers notified the offices during the quarter April to June, 1946, of 507,915 vacancies of which 360,652 were for males and 147,263 for females, as compared with 664,412 opportunities for work offered during the second quarter of 1945.

Annual Review of Employment and Payrolls in Canada, 1945

With the termination of hostilities in the European and the Pacific theatres of war in 1945, there was further and more marked recession from the high point of industrial activity which had been reached when war-time production was at its peak, according to the Annual Review of Employment and Payrolls of the Dominion Bureau of Statistics. Employment generally in the Dominion during the year nevertheless continued at an extremely high level in relation to pre-war standards. The annual index was just over four per cent below that of 1944, and not quite five per cent lower than the all-time high of 1943; in the significant comparison with 1939, however, there was an increase of 53.7 per cent. The 1945 index was also some 47 per cent higher than in 1929, when industrial employment in Canada had reached its pre-war maximum.

The tendency from month to month was downward during most of the year under review, the only interruptions to the generally unfavourable movement having been at July 1 and again at November 1 and December 1. As would be expected, the most extensive declines, (apart from those at the opening of the year), were recorded after V-J Day, at September 1 and October 1. From January 1 to the first of December, there was a falling-off of four per cent; the experience of the years prior to the war show that, ordinarily, there is considerable expansion in industrial activity between those two dates, the normal gain in this comparison approximating six per cent. During the period of the war, the seasonal upswing in employment received impetus from the demands created by war-time needs and conditions, with the result that the buoyant movement from the beginning to the end of the year was greatly intensified, the increase from January 1 to December 1 in the period, 1940-1944, averaging over twelve per cent. Thus the general trend during the 12 months under review varied from the pre-war normal, and even

more so from that which was established as typical during the war.

The effect of the war had been particularly great in the manufacturing industries, many of the non-manufacturing classes having had low priority in respect of labour procurement when the market was tight. Consequently, most of the curtailment indicated in 1945 as compared with immediately preceding years took place in factory employment, while non-manufacturing industries taken as a unit showed considerable improvement; except in mining, there were advances in each of the divisions in this broad group, in which the number in recorded employment rose as compared with 1944 by 4.7 per cent. The decline in manufacturing amounted to 9.3 per cent. These divergencies in movements resulted in a more normal distribution of workers between the manufacturing and the non-manufacturing divisions than has existed for several years. In 1945, just under 60 per cent of all those on the payrolls of the co-operating firms were engaged in factory employment; in 1944, the proportion was 63.5 per cent and that in 1943, 63.9 per cent. In 1939, however, the ratio in manufacturing had been not quite 52 per cent. The 1945 distribution, therefore, was still abnormal.

With the gradual release of workers from the Armed Forces and from war industries, the sex distribution of the persons in recorded employment during the year under review showed some variation from that indicated in more recent surveys. At October 1, 1945, 253 per 1,000 workers in recorded employment in the nine leading industries were women, a ratio which was considerably less than that of 271 per 1,000 12 months earlier. The latest proportion was the lowest since 1942, when the number of women per 1,000 employees at October 1 had been 235. Between October 1, 1944 and October 1, 1945, there were declines of 5.3 per cent in recorded employment for men, and 13.5 per cent for women; it is never-

theless important to note that more than 51 per cent of the total workers released by the cooperating firms in the 12 months were men.

During the period of industrial and military demobilization and reconversion, a consider-

able amount of unemployment developed. Thus the number of unplaced applicants for work registered at the local offices of the National Employment Service rose from 80,279 in January, to 185,274 in December,

TABLE I.—SUMMARY OF THE STATISTICS OF EMPLOYMENT AND PAYROLLS REPORTED MONTHLY BY THE CO-OPERATING ESTABLISHMENTS DURING 1944 AND 1945

Geographical and Industrial Unit	1944					1945				
	Annual Averages of		Average Weekly Earnings	Annual Averages Index Numbers of		Annual Averages of		Average Weekly Earnings	Annual Averages Index Numbers of	
				Em- ploy- ment	Pay- rolls				Em- ploy- ment	Pay- rolls
	Em- ployees	Weekly Payrolls				(June 1, 1941 = 100)	(June 1, 1941 = 100)			
(a) PROVINCES	No.	\$	\$			No.	\$	\$		
Maritime Provinces.....	139,207	4,221,515	30.33	120.1	167.1	137,376	4,177,921	30.42	117.5	163.7
Prince Edward Island.....	2,686	70,061	26.06	124.0	152.4	2,585	67,933	26.30	117.1	145.6
Nova Scotia.....	82,675	2,636,254	31.88	118.7	168.6	80,582	2,543,875	31.56	114.6	160.7
New Brunswick.....	53,846	1,515,200	28.16	122.6	165.3	54,209	1,566,113	28.91	122.7	169.8
Quebec.....	581,401	17,566,413	30.22	124.9	157.6	546,163	16,779,893	30.73	116.4	149.6
Ontario.....	755,792	24,773,469	32.78	114.3	138.2	738,348	23,989,229	32.49	110.6	132.6
Prairie Provinces.....	201,152	6,355,928	31.59	114.6	138.0	201,594	6,512,107	32.30	113.6	139.7
Manitoba.....	93,318	2,898,962	31.06	113.8	133.3	93,007	2,979,732	32.04	113.0	136.5
Saskatchewan.....	38,988	1,181,208	30.29	108.6	130.9	40,104	1,244,260	31.02	109.4	134.5
Alberta.....	68,846	2,275,758	33.05	119.3	148.9	68,483	2,288,115	33.41	117.0	147.5
British Columbia.....	173,299	5,999,722	34.63	137.7	169.2	164,270	5,719,804	34.82	129.8	159.8
Canada.....	1,850,851	58,917,047	31.84	119.8	148.2	1,787,751	57,178,954	31.99	114.7	142.6
(b) CITIES										
Montreal.....	289,550	9,158,612	31.64	133.1	165.1	267,588	8,548,185	31.95	122.3	153.3
Quebec City.....	38,752	1,137,795	29.37	163.7	232.0	31,803	913,423	28.70	132.6	182.5
Toronto.....	255,483	8,306,722	32.51	128.9	156.0	242,790	7,866,232	32.41	120.2	145.0
Ottawa.....	22,021	610,195	27.70	110.7	132.8	21,544	609,592	28.30	107.9	132.2
Hamilton.....	59,289	1,962,229	33.10	111.7	134.4	58,072	1,906,245	32.82	108.9	129.8
Windsor.....	39,714	1,694,969	42.68	126.6	142.0	33,318	1,350,745	40.37	105.4	113.1
Winnipeg.....	61,166	1,757,093	28.73	118.8	134.6	60,408	1,744,634	29.38	116.7	135.2
Vancouver.....	86,998	2,914,753	33.52	171.0	218.2	80,177	2,694,522	33.60	156.3	198.5
Halifax.....						25,183	750,772	30.42	146.0	193.4
Saint John.....						13,689	401,217	29.29	130.4	179.4
Sherbrooke.....						9,155	239,639	26.17	104.7	130.5
Three Rivers.....						9,986	291,778	29.22	125.1	143.4
Kitchener-Waterloo.....						16,764	499,328	29.78	112.1	146.8
London.....						21,032	625,603	29.74	118.2	139.3
Fort William-Port Arthur.....						13,536	481,536	35.53	96.3	127.9
Regina.....						10,155	284,833	28.05	122.2	137.1
Saskatoon.....						6,276	168,021	26.76	126.5	153.6
Calgary.....						17,853	557,816	31.57	113.4	137.9
Edmonton.....						17,146	502,720	29.31	126.3	152.3
Victoria.....						14,194	464,348	32.70	168.7	220.6
(c) INDUSTRIES										
Manufacturing.....	1,175,415	38,389,906	32.66	133.6	167.8	1,068,621	34,888,109	32.65	121.2	152.1
Durable Goods ¹	644,747	23,080,788	35.82	151.3	193.3	540,620	19,299,198	35.68	126.7	161.5
Non-Durable Goods.....	512,624	14,637,484	28.55	117.9	141.9	508,643	14,869,999	29.24	116.5	143.5
Electric Light and Power.....	18,044	671,634	37.23	94.6	109.2	19,358	718,912	37.15	101.4	116.6
Logging.....	64,579	1,702,502	26.54	136.3	182.4	74,440	1,994,576	26.89	156.2	210.5
Mining.....	72,427	2,755,156	38.05	87.2	105.3	69,173	2,670,924	38.60	82.9	101.6
Communications.....	29,072	895,734	30.81	111.8	127.1	31,527	992,680	31.48	121.0	140.8
Transportation.....	154,304	5,724,559	37.07	122.3	142.0	160,885	6,244,615	38.82	126.0	152.4
Construction and Maintenance Services.....	132,596	3,935,209	29.74	75.1	97.7	139,756	4,209,737	30.08	78.5	103.7
Trade.....	46,216	896,978	19.41	118.3	140.9	51,054	1,014,544	19.87	120.4	149.1
	176,242	4,617,003	26.21	104.7	117.3	192,295	5,163,769	26.85	111.1	127.3
Total—Eight Leading Industries.....	1,850,851	58,917,047	31.84	119.8	148.2	1,787,751	57,178,954	31.99	114.7	142.6
Finance.....	65,329	2,116,334	32.35	108.9	122.4	67,549	2,264,338	33.51	112.4	130.7
Total—Nine Leading Industries.....	1,916,180	61,033,351	31.85	119.3	147.1	1,855,300	59,443,292	32.04	114.6	142.1

¹ This division includes the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

1945; the number of unfilled vacancies declined from 126,511 in the former to 79,541 in the latter month. Claimants for unemployment insurance benefits increased in number from 90,897 in 1944 to 296,391 in 1945. The proportion of unemployed members reported quarterly by trade unions rose from 0.6 per cent of the indicated membership at the end of December, 1944, to three per cent 12 months later.

The general trends of industrial employment in Canada as reported by leading employers during a lengthy period are depicted in the accompanying chart. This shows clearly the literally enormous expansion in industrial activity which took place in the Dominion in the period immediately after the fall of France in 1940, until the peak was reached in the latter part of 1943. In succeeding months, a greater degree of stability was indi-

TABLE 2.—INDEX NUMBERS OF EMPLOYMENT BY ECONOMIC AREAS (1926=100)

NOTE.—The relative weight shows the proportion of employees reported in the indicated province or area, to the total number of employees reported in Canada by the firms making returns at Dec. 1, 1945.

	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia	CANADA
1927.....	103.7				104.0	105.6	105.3				101.1	104.6
1928.....	106.7				108.3	113.5	117.9				106.4	111.6
1929.....	114.8				113.4	123.1	126.3				111.5	119.0
1930.....	118.3				110.3	114.6	117.1				107.9	113.4
1931.....	108.1				100.9	101.2	111.5				95.5	102.5
1932.....	82.2				85.5	88.7	90.0				80.5	87.5
1933.....	85.3				82.0	84.2	86.2				78.0	83.4
1934.....	101.0				91.7	101.3	90.0				90.4	96.0
1935.....	103.7				95.4	103.3	95.2				97.7	99.4
1936.....	109.4				100.7	106.7	99.3				101.1	103.7
1937.....	121.0				115.4	118.3	99.3				106.8	114.1
1938.....	111.5	89.2	120.1	102.4	117.0	113.7	100.0	94.6	108.1	102.8	104.2	111.8
1939.....	110.5	95.5	121.7	97.8	120.8	114.3	103.2	96.5	109.9	108.8	107.5	113.9
1940.....	122.2	103.1	132.1	111.3	127.9	129.2	109.0	103.0	111.5	116.8	113.3	124.2
1941.....	155.0	117.4	170.9	137.7	157.8	160.0	126.6	122.2	123.4	135.6	135.6	152.3
1942.....	174.2	108.7	196.1	150.8	186.2	179.4	135.6	132.2	126.3	146.9	164.8	173.7
1943.....	182.1	114.7	203.1	159.6	200.0	185.8	141.4	137.5	132.0	153.9	190.0	184.1
1944.....	183.1	132.8	199.3	165.4	196.4	184.7	147.0	141.9	138.3	160.5	185.7	183.0
1945.....	179.1	125.4	192.4	165.5	183.2	178.4	145.7	140.9	139.3	157.3	175.1	175.1
Relative weight of Employment by Provinces and Econ- omic Areas as at Dec. 1, 1945.....	8.1	.2	4.7	3.2	30.3	40.4	12.0	5.5	2.4	4.1	9.2	100.0

TABLE 3.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (1926=100)

NOTE.—The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms reporting at December 1, 1945.

	Manu- facturing	Logging	Mining	Com- muni- cations	Trans- portation	Con- struction	Services	Trade	Eight Industries
1927.....	103.4	109.3	107.0	103.8	102.5	109.0	106.2	107.4	104.6
1928.....	110.1	114.5	114.4	108.2	105.9	118.8	118.1	116.1	111.6
1929.....	117.1	125.8	120.1	120.6	109.7	129.7	130.3	126.2	119.0
1930.....	109.0	108.0	117.8	119.8	104.6	129.8	131.6	127.7	113.4
1931.....	95.3	60.1	107.7	104.7	95.8	131.4	124.7	123.6	102.5
1932.....	84.4	42.6	99.2	93.5	84.7	86.0	113.6	116.1	87.5
1933.....	80.9	66.5	97.5	83.9	79.0	74.6	106.7	112.1	83.4
1934.....	90.2	124.7	110.8	79.1	80.3	109.3	115.1	117.9	96.0
1935.....	97.1	126.9	123.3	79.8	81.2	97.8	118.2	122.1	99.4
1936.....	103.4	138.7	136.5	81.0	84.1	88.2	124.5	127.5	103.7
1937.....	114.4	189.3	153.2	85.4	85.2	99.5	130.2	132.1	114.1
1938.....	111.0	142.8	155.9	85.0	84.4	105.4	135.2	132.6	111.8
1939.....	112.3	119.1	163.8	84.4	85.6	113.0	137.4	136.6	113.9
1940.....	131.3	166.9	168.4	87.2	89.7	90.7	143.2	142.9	124.2
1941.....	168.4	187.8	176.6	96.7	98.9	126.6	167.5	156.5	152.3
1942.....	206.5	196.5	171.3	103.7	105.5	130.3	178.8	156.1	173.7
1943.....	226.2	180.4	158.5	104.5	114.4	129.8	189.8	155.1	184.1
1944.....	224.5	215.8	154.5	108.6	121.2	104.6	202.2	164.2	183.0
1945.....	203.6	247.3	146.9	117.6	124.5	109.1	205.7	174.8	175.1
Relative Weight of Employ- ment by Industries as at Dec. 1, 1945.....	54.7	5.5	4.0	1.9	9.4	9.5	3.0	12.0	100.0

cated but at a rather lower level; the curve at the end of 1944 was at the same point as at the opening of the year. In 1945, the general movement was almost uninterruptedly downward. Despite the very definite recession in the year under review, the volume of employment continued decidedly above that recorded at any time prior to 1943.

The Dominion Bureau of Statistics tabulated an aggregate of 184,300 returns on employment and payrolls in the following major industrial divisions; manufacturing, logging, mining, transportation, communications, construction, services and trade; this figure represented a monthly average of 15,358 reports. The working forces of the establishments participating in the current surveys averaged 1,787,751, varying from 1,834,450 at January 1 to 1,724,549 at the beginning of October. In the preceding year, the 14,641 employers furnishing statistics had indicated a monthly average of 1,850,851, ranging from a minimum of 1,796,340 at the first of May, to a maximum of 1,887,752 at December 1. The latest annual index, at 175.1, was 4.3 per cent lower than that of 183.0 in 1944.

Payrolls

The curtailment in employment indicated in 1945 as compared with a year earlier was accompanied by a relatively smaller reduction in the sums currently distributed in salaries and wages. In the eight leading industries, the disbursements in one week in each month averaged \$57,178,954, representing an annual payroll of some \$2,973,306,000 distributed among those on the staffs of firms ordinarily employing 15 persons and over. The falling-off from 1944 in the aggregate salaries and wages amounted to 3.8 per cent; as previously stated, the decrease in employment in the same comparison was 4.3 per cent. In spite of the decline in the reported payrolls in the year under review, the average earnings per employee were slightly higher, standing at \$31.99, the per capita figure in 1945 exceeded by 0.5 per cent that of \$31.84 in 1944, previously the maximum in the comparatively brief record. The means in 1943 and 1942 were \$30.78 and \$28.56, respectively. Since the institution of the statistics of current payrolls at June 1, 1941, there was in 1945 an average increase of 14.7 per cent in the number in recorded employment in the eight leading industries, of 42.6 per cent in the weekly salaries and wages, and of 26.7 per cent per capita earnings.

In addition to the statistics just given for the eight major industrial groups (enumerated in an earlier paragraph), information was furnished by 906 financial institutions and

branches, in which the employees averaged 67,549 per month, and the weekly payrolls, \$2,264,339. When these figures are included with those given above for the eight leading industries (for which monthly data on employment are available from 1920), the total labour force of whose employment and earnings there is current record aggregated 1,855,300. The weekly payrolls in the nine industrial divisions in the year under review aggregated \$59,443,292, representing an estimated annual payroll of approximately \$3,091,051,200 disbursed in salaries and wages by the co-operating establishments. The per capita weekly figure in the nine industries in 1945 was \$33.04, as compared with \$31.85 in 1944, \$30.79 in 1943 and \$28.61 in 1942; the latest annual index of aggregate payrolls was lower by 3.4 per cent than that of the preceding year, but the average earnings of the typical individual in recorded employment were 0.6 per cent higher than in 1944.

The current record of salaries and wages commenced with the statistics for June 1, 1941. Until a more satisfactory base can be established, the disbursements of the co-operating firms on or about that date are taken as 100 per cent in calculating the index numbers of aggregate payrolls. In the eight major industries, this index averaged 142.6 during 1945, when the annual index of employment, converted to June 1, 1941, as 100 per cent, stood at 114.7. The factors enumerated in earlier bulletins as contributing to the substantially greater rise in the index of aggregate payrolls than in that of employees in the period of observation may again be stated: (1) the concentration of workers still existing in the heavy manufacturing industries, where rates of pay are above the average, and, in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers, at rates which were increased on more than one occasion before they were absorbed in the basic wage-rates as from February 15, 1944, (3) the progressive upgrading of employees as they gained experience and (4) the payment of higher wage rates in a very large number of cases. The changing industrial pattern in the Dominion following the cessation of hostilities has already lessened the influence of some of these factors. The existence of several important industrial disputes in Canada during 1945 had a considerable effect upon the situation, which was also indirectly affected by strikes in the United States. The number of workers directly involved in disputes in Canada during the year under review was 96,068, while the number of man-working days lost was 1,457,420; in 1944, 75,290 workers were involved in strikes and lockouts, resulting in a loss of 490,139 man-working days.

Employment

A short summary of the situation, industrially and geographically, in the year under review is contained in the following paragraphs.

As already stated, the curtailment in recorded employment during 1945 was largely confined to manufacturing, from which some 106,800 men and women were released by the co-operating establishments, a decline of 9.3 per cent as compared with 1944. In the non-manufacturing industries taken as a unit, there was indicated an increase of some 43,700 workers, or 4.7 per cent; within the latter category, only mining showed a reduction. The general recession involved the release of some 63,100 persons, or 4.3 per cent of the total reported working force in the eight leading industries.

Within the manufacturing division, the loss during 1945 was largely, though not entirely, limited to establishments producing durable manufactured goods, in which there was a decrease of 16.3 per cent. The decline in the non-durable manufactured goods industries, amounting only to 1.1 per cent, took place almost wholly in plants turning out ammunition and chemical products for wartime use. Excluding the chemicals division, there was an increase of 2.1 per cent over 1944 in the employment afforded in the light manufactured goods industries, taken as a unit. A comparison made with the data for 1939 reveals an advance of 133.7 in 1945 in the heavy manufactured goods industries, together with that of 49.1 per cent in the non-durable manufactured goods industries, there being a general rise of 84 per cent in this comparison in these two major classes.

Although the improvement in the various non-manufacturing industries in the year under review was important, it was not particularly pronounced. Employment in logging, transportation, services and trade reached new all-time high levels. In communications, activity was greater than in any earlier year since 1930. The construction and maintenance group was generally brisker than in 1944 but was quieter than in 1943 and earlier years since 1940. Shortages of material and of skilled labour had a serious effect upon the situation in these industries, in which the situation at the end of the 12 months under review was nevertheless better than at the same date in any earlier year since 1928 with

the exception of Dec. 1 in 1941 and 1942. It will be recalled that in those years a large amount of construction work was being done on defence projects and war plants. In mining, the trend continued downward, there being a falling-off of 4.9 per cent in 1945 as compared with 1944; the latest annual index was the lowest since that of 1936.

Geographically, the declines in industrial activity in the year under review were widely distributed, lowered employment as compared with 1944 being indicated in all provinces except New Brunswick and Saskatchewan. The largest percentage losses were in Quebec and British Columbia. In all areas, the recession took place mainly in the manufacturing industries; mining also showed general reductions.

The curtailment in employment in the eight cities having populations of 100,000 and over was relatively greater during 1945 than that indicated in the remaining parts of the Dominion. Thus in Montreal, Quebec, Toronto, Ottawa, Hamilton, Windsor, Winnipeg and Vancouver, taken as a unit, there was a reduction of 7.7 per cent from 1944 in the numbers in recorded employment, a ratio which considerably exceeded that of 1.5 per cent in the smaller centres and the rural areas in Canada in the same comparison. During 1944, the decline from 1943 in the leading cities had been somewhat less than that in the Dominion as a whole. As would be expected, employment in the above-named cities taken as a unit had shown more pronounced expansion during the war than was the case in other parts of the country; the 1945 index for the cities was 67.8 per cent above the 1939 level, while the increase in this comparison in the smaller centres and the rural areas amounted to 43.7 per cent.

The monthly returns received from firms in the eight leading industries during 1945 exceeded those furnished in 1944 by 717, or 4.9 per cent; this increase brought about a somewhat higher coverage of industry although the gain in this respect, expressed as a percentage would be much smaller than that in the number of firms. Adjustment for changes in the coverage is made in the index numbers of employment, and it must again be emphasized that comparisons from year to year should be made through the indexes; these are not only adjusted for the inclusion of firms newly added to the mailing list, but also for declines in employment resulting from the closing of business or branches.

Unemployment in Trade Unions at the Close of the Quarter Ending June 30, 1946

FOR each of the last two quarters, a decline was recorded in the percentage of trade union unemployment. Returns from 2,326 local unions in Canada with a combined membership of 408,002 indicated an unemployment percentage of 1.3 at the end of the second quarter of 1946. At the end of March, 2,463 locals with a total of 414,487 members reported 1.9 per cent unemployed, while in June, 1945, for 2,238 locals representing 414,150 members, the percentage of unemployed was 0.5.

In the following report unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trades are not considered as unemployed. As returns from unions reporting vary from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting.

The decrease in the percentage of trade union unemployment at the end of June was due mainly to improvement in employment opportunities in manufacturing, transportation, building and construction, services, and wholesale and retail trade. Improvement was also noted in fishing, and lumbering and logging. An increase in the unemployment percentage was reported by trade unions in mining and communications.

The percentages of trade union unemployment, at certain dates, in each province are shown in Table I. All the provinces with the exception of New Brunswick, for which the percentage of unemployment rose from 1.8 to 3.7, showed an improvement at the end of June as compared with the previous quarter. The decrease was from 4.0 to 3.6 per cent in Nova Scotia; 1.4 to 1.0 in Quebec; 1.7 to 0.8 in Ontario; 1.6 to 1.5 in Manitoba; 2.1 to 0.7 in Saskatchewan; 1.0 to 0.4 in Alberta; and 3.0 to 2.3 in British Columbia. In comparison with June, 1945, lower employment levels were indicated in all the provinces with the exception of Saskatchewan.

A separate compilation is made each quarter of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. For the quarter under review as compared with the previous quarter, improvement was recorded in Halifax from 0.9 to 0.1 per cent, in Montreal from 1.1 to 0.4, Regina from 0.9 to 0.2, and in Edmonton from 1.9 to 0.2

per cent. The percentage rose in Saint John from 3.1 to 12.3, in Winnipeg from 1.1 to 1.5, and in Vancouver from 2.9 to 3.0. The percentage for Toronto remained unchanged, at 0.6. A comparison with June, 1945, indicates lower employment levels in all but Regina and Edmonton.

Returns were tabulated from 853 local union organizations in the manufacturing industries. These reported a combined membership of 185,865 of whom 2,986 or 1.6 per cent were recorded as unemployed. At the end of the previous quarter 3,597 or 1.8 per cent of 195,351 members reported by the local branches were without work. In June, 1945, 0.7 per cent of 214,832 members were unemployed. In comparison with the previous quarter (Table II), the employment situation was more favourable among union members engaged in the manufacture of pulp, paper and paper products, wood products, iron and its products, and mineral products. Improvement was also noted in printing and publishing and in miscellaneous manufacturing. Increases in trade union unemployment were indicated in textiles and textile products, rubber products, and non-ferrous metals. A comparison with June of the previous year shows decreases in unemployment in non-ferrous metals, chemical and allied products and miscellaneous manufacturing.

In the transportation industries, reports were received from 861 local unions with a membership of 101,105 of whom 1,470 (1.5 per cent) were without work on the reporting date. In comparison 2.0 per cent were unemployed at the end of the previous quarter and 0.3 per cent at the end of June, 1945.

Unemployment among union members in shipping increased to 6.5 per cent from 4.3 in the previous quarter but in steam railway operations the percentage for the same period declined from 2.4 to 1.6.

Unemployment in the mining group increased slightly from 0.7 per cent to 0.8. At the end of June, 1945, the percentage recorded was 0.4. For the quarter under review 69 unions in mining reported a total of 24,763 members of whom 201 were unemployed at the reporting date. Unemployment in coal mining was recorded as 0.6 per cent in comparison with 0.1 in the previous quarter and full employment at the end of June, 1945. Metallic miners showed no unemployment at the reporting date. Unions of non-metallic miners, other than coal miners, reported 2.8 per cent of 3,628 members unemployed. For

the previous quarter this group reported an unemployment percentage of 4.0 and of 3.5 per cent for June, 1945.

The Department received reports from 202 locals in the building and construction trades. These reported a combined membership of 40,210 of whom 0.8 per cent were unemployed at the end of June. This was a substantial improvement over the 3.1 per cent unemployed at the end of March but slightly higher than the 0.3 per cent registered at the end of June, 1945. This seasonal improvement reflected decreases in unemployment among all the construction trades, notably carpenters and joiners, plumbers, granite and stone-cutters, bricklayers, masons and plasterers and electrical workers.

Unemployment among trade union members in public and personal services decreased from 0.7 per cent at the end of March to 0.4 per cent at the end of June. The percentage at the end of June, 1945, was 0.2.

The communications group with an unemployment percentage of 1.4 was higher than at the end of March this year and at the end of June, 1945, when the percentages were 0.3 and 1.3 respectively.

Unemployment in logging declined to 0.8 per cent as compared with 4.2 per cent in the previous quarter. No unemployment was reported in June, 1945. Very few unions in the fishing industry report on unemployment among their members, so that the information cannot be considered as representative of the industry as a whole.

Table I shows by provinces the average percentage of union members who were unemployed in each year from 1933 to 1945 inclusive. It also indicates the percentage of those without work for June of each year since 1932 and for each quarter since 1943 to date. Table II indicates the percentage of unemployment

in the various groups of industries at certain dates since 1932.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.5
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	.9	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944.....	.8	.6	.7	.4	.5	.6	.6	.5	.5
Average 1945.....	2.0	1.2	1.4	1.5	.7	.9	.6	1.5	1.4
June 1932.....	9.6	12.0	27.1	23.4	18.1	14.4	23.4	22.3	21.9
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
June 1934.....	11.4	7.3	22.9	15.9	17.0	12.1	24.8	17.2	18.0
June 1935.....	12.2	8.1	21.9	12.0	13.7	9.4	20.1	13.2	15.4
June 1936.....	6.7	7.8	19.0	13.3	8.4	6.4	17.2	10.5	13.9
June 1937.....	5.9	4.7	15.3	7.6	5.7	7.2	16.6	8.0	10.4
June 1938.....	3.6	14.8	17.1	12.4	12.5	9.7	17.8	14.3	13.5
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
June 1940.....	2.4	3.7	12.2	4.9	3.9	3.4	14.6	7.7	7.6
June 1941.....	2.0	1.9	6.2	2.0	4.3	1.8	11.5	3.8	4.1
June 1942.....	1.3	4.7	4.6	1.6	1.1	.9	2.6	.9	2.5
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
June 1944.....	.1	.6	.4	.2	.2	.5	.2	.2	.3
June 1945.....	1.2	.1	.6	.7	.2	.9	.3	.2	.5
June 1946.....	3.6	3.7	1.0	.8	1.5	.7	.4	2.3	1.3
March 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
September 1943.....	.1	.4	.4	.3	.3	.7	.1	.2	.3
December 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
March 1944.....	.4	.9	.9	.9	.9	.7	.4	.7	.9
June 1944.....	.1	.6	.4	.2	.2	.5	.2	.2	.3
September 1944.....	.2	.7	.4	.2	.1	.5	.1	.4	.3
December 1944.....	.0	.2	.9	.4	.8	.5	.7	.6	.6
March 1945.....	.5	.0	1.2	.6	.9	.8	.8	.5	.7
June 1945.....	1.2	.1	.6	.7	.2	.9	.3	.2	.5
September 1945.....	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
December 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	.9	3.5	3.0
March 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	.8	1.5	.7	.4	2.3	1.3

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment—When "0" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	Fishing*	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Current workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civic)	Miscellaneous	All occupations			
1932	7.6	48.7	42.4	24.2	10.3	13.3	13.6	13.1	0.44	6.31	3.3	22.1	132.5	17.5	27.8	26.5	24.6	14.4	0	0	0	34.0	60.8	11.8	35.4	13.0	1.4	10.8	11.0	0	2.3	11.4	5.1	21.2	21.9	21.9		
1933	1.2	24.1	14.6	24.5	8.4	14.6	12.7	14.5	0.26	8.18	9.0	16.20	7.8	8.20	9.8	30.8	14.0	36.8	0	0	0	46.9	62.5	12.0	31.0	13.6	1.0	10.1	10.3	0	1.4	12.9	6.3	23.4	21.8	21.8		
1934	2.2	3.0	20.9	17.2	6.0	8.3	6.7	11.6	0.17	6.18	1.1	13.7	21.2	6.2	9.8	18.6	20.0	15.6	0	0	0	44.9	64.5	9.3	43.0	9.1	9.1	12.3	12.6	0	6.2	7.1	3.0	14.9	18.0	18.0		
1935	1.2	5.1	18.2	15.9	10.2	7.3	4.3	9.5	0.5	1.23	4.4	16.8	24.7	10.0	14.4	15.0	17.6	47.3	0	0	0	42.9	64.5	7.7	27.2	8.6	8.1	11.1	11.5	0	10.3	6.9	2.8	14.7	15.4	15.4		
1936	1.7	3.8	18.4	13.7	9.9	5.4	2.1	8.3	0.10	3.25	5.5	2.9	27.7	39.4	17.9	10.9	24.5	39.5	0	0	0	39.7	40.5	6.3	35.6	6.4	6.5	9.5	9.7	0	3.5	5.4	2.0	10.2	13.9	13.9		
1937	8.1	6.6	14.0	11.9	7.0	5.6	4.6	6.8	0.3	7.19	1.1	3.27	7.1	14.2	21.9	10.0	4.8	73.0	0	0	0	26.9	81.2	7.7	31.8	8.4	2.5	7.9	8.1	0	3.6	8.8	6.7	10.4	10.4	10.4		
1938	6.6	12.1	6.16	7.1	6.0	10.3	13.8	6.0	29.9	25.5	0	8.8	20.3	24.7	17.8	13.9	3.4	44.2	0	0	0	34.1	24.7	6.3	26.3	6.7	1.5	6.1	6.2	0	0	4.8	5.8	9.3	13.5	13.5		
1939	7.3	10.1	14.7	13.5	4.7	5.5	4.5	7.1	0	3.0	19.0	8.8	20.3	24.7	17.8	13.9	3.4	44.2	0	0	0	34.1	24.7	6.3	26.3	6.7	1.5	6.1	6.2	0	0	4.8	5.8	9.3	13.5	13.5		
1940	27.7	20.3	11.9	8.5	2.3	3.1	1.6	5.5	4.7	13.4	5.7	16.0	10.7	12.2	10.5	4.1	7.1	5.2	5	0	0	22.4	13.5	3.3	26.6	3.2	2.5	5.3	5.5	0	0	4.3	3.2	4.0	7.6	7.6		
1941	16.9	3.7	2.4	2.8	0	1.2	8.0	1.9	0	7.5	7.1	1.7	0	12.9	10.5	0	1.2	3	1.4	0	0	15.5	7.9	2.1	16.6	1.7	1.4	4.1	4.2	0	0	2.0	2.3	4.0	7.6	7.6		
1942	6.2	3.7	2.4	2.8	0	1.2	8.0	1.9	0	7.5	7.1	1.7	0	12.9	10.5	0	1.2	3	1.4	0	0	15.5	7.9	2.1	16.6	1.7	1.4	4.1	4.2	0	0	2.0	2.3	4.0	7.6	7.6		
1943	0	0	6.3	0	0	3.2	8.0	1.9	0	7.5	7.1	1.7	0	12.9	10.5	0	1.2	3	1.4	0	0	15.5	7.9	2.1	16.6	1.7	1.4	4.1	4.2	0	0	2.0	2.3	4.0	7.6	7.6		
1944	10.0	0	4.7	0	0	1.1	0	1.0	0	4.9	0	0	13.3	0	4.1	0	1.1	1.7	0	0	0	8.6	1.2	5.8	1.4	10.4	1.3	3.2	1.6	1.7	0	0	1.4	1.7	2.5	4.1	4.1	
1945	2.5	8	1.6	5	2	3	1	3	1	3	1	3	1	3	1	3	1	3	1	0	0	1.9	3.3	3.7	3.3	3.2	2.1	1.3	1.5	1.6	0	0	2.0	2.3	4.0	7.6	7.6	
1946	2.5	8	1.6	5	2	3	1	3	1	3	1	3	1	3	1	3	1	3	1	0	0	1.9	3.3	3.7	3.3	3.2	2.1	1.3	1.5	1.6	0	0	2.0	2.3	4.0	7.6	7.6	
March 1943	7	0	2	3	2	5	3	1	0	0	2	0	3	1	2	0	1	0	0	0	5.3	9.0	1.1	5.5	1.2	2	1.8	1.9	0	0	0	0	0	0	1.6	1.3	1.3	
June 1943	6	6	1	2	0	3	2	6	0	4	2	0	3	1	2	0	1	0	0	0	8.6	1.2	2.8	6.1	1.0	6	3	1.6	1.7	0	0	0	0	0	1.6	1.3	1.3	
September 1943	6	6	1	2	0	3	2	6	0	4	2	0	3	1	2	0	1	0	0	0	8.6	1.2	2.8	6.1	1.0	6	3	1.6	1.7	0	0	0	0	0	1.6	1.3	1.3	
December 1943	18.2	0	3	6	4	2	3	4	3	1	1	0	3	0	4	0	8	4	0	0	0	2.5	1.0	4	1.5	1.7	0	1.1	1.2	0	0	0	0	0	1.2	0.8	0.8	
March 1944	89.2	8	7	3	1	3	3	2	0	8	1	0	2	0	2	0	3	1	4	0	0	5	6.5	4	1.0	4	0	1.1	1.2	0	0	0	0	0	0	0	0	0
June 1944	90	0	3	1	1	3	3	2	0	8	1	0	2	0	2	0	3	1	4	0	0	5	6.5	4	1.0	4	0	1.1	1.2	0	0	0	0	0	0	0	0	0
September 1944	11.1	0	5	1	4	2	4	2	0	4	2	0	3	0	4	0	1	0	0	0	0	7	3.1	4	0	1.5	1.6	0	0	0	0	0	0	0	0	0	0	0
December 1944	4.4	0	5	1	4	2	4	2	0	4	2	0	3	0	4	0	1	0	0	0	0	7	3.1	4	0	1.5	1.6	0	0	0	0	0	0	0	0	0	0	0
March 1945	71.4	6.1	6	4	1	6	9	1	0	1	9	1	6	3	0	1	0	3	1	0	0	3.9	1.9	6	8	7	2	1	1	0	0	2.1	3	0	0	0	0	0
June 1945	10.9	6	4	2	0	3	3	1	0	2	0	0	0	0	0	0	1	0	0	0	6	1.9	3	8	7	3	2	1.3	1.5	0	0	0	0	0	0	0	0	
September 1945	36.4	0	4	2	5	3	3	2	0	1	4	4	0	0	6	0	5	2	9	0	0	3.5	1.4	2.8	1.6	2	3.2	3.7	0	0	0	0	0	0	0	0	0	
December 1945	25.1	0	4	0	3	3	3	1	0	3	8	1	2	1	8	2	0	3	7	0	2	0	3	1.4	2.8	1.6	2	3.2	3.7	0	0	0	0	0	0	0	0	0
March 1946	50.6	4.2	7	1.8	5	4	4	4	0	2	0	0	0	0	1	0	3	5	2	0	1.8	0.20	4	3.1	2.0	4	3	1	3	0	0	5	0	1	1	1	1	
June 1946	2.5	8	1.6	5	2	3	1	3	1	3	1	3	1	3	1	3	1	3	1	0	0	1.9	3.3	3.7	3.3	3.2	2.1	1.3	1.5	1.6	0	0	2.0	2.3	4.0	7.6	7.6	

* Few unions of fishermen report on unemployment among their members and these percentages should not be considered as representative.

DURING July, 1946, strike activity in Canada continued at a high level, the time loss again approaching a million man-working days. As compared with the previous month, the number of strikes and lockouts increased by six, the number of workers involved showed a decrease of 20,000, and the

resulting time loss in man-working days was lower by 17,000 days. As compared with July, 1945, the figures as to the workers involved and the time loss were much greater. Preliminary figures show 42 strikes and lockouts in existence during July, 1946, involving 49,752 workers, with a time loss of 918,285 man-

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
May.....	28	35	46,641	47,730	564,925	7.80
June.....	25	36	30,354	70,688	935,188	12.92
July.....	28	42	27,459	49,752	918,285	12.68
Cumulative totals.....	145		119,679		2,544,581	5.02
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
May.....	13	15	3,242	3,336	6,738	0.09
June.....	12	13	2,773	2,926	5,138	0.07
July.....	25	27	11,738	11,975	45,497	0.62
Cumulative totals.....	120		37,609		128,208	0.25

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

working days, as compared with 36 strikes in June, 1946, with 70,688 workers involved and a time loss of 935,188 days. In July, 1945, there were 27 strikes, involving 11,975 workers, with a time loss of 45,497 days.

The figures for the first seven months of this year are affected by a number of strikes involving an unusually large number of workers for considerable periods. While the number of strikes during this period is not materially higher than last year, the total of the workers involved and the time loss show great increases. Preliminary figures for the first seven months of this year show 145 strikes, involving 119,679 workers, with a time loss of 2,544,581 man-working days. For the same period last year there were 120 strikes, with 37,609 workers involved and a time loss of 128,208 days.

Of the 42 strikes recorded for July, four were settled in favour of the workers, three in favour of the employers, four were compromise settlements and eight were indefinite in result, work being resumed pending final settlement. At the end of the month 23 strikes were recorded as unterminated, namely: bakery workers at Halifax, N.S.; rubber factory workers at Bowmanville, Hamilton, Kitchener, New Toronto, Oakville and Toronto, Ont.; textile factory workers at Valleyfield, P.Q.; knitting factory workers at

Toronto, Ont.; composers at Winnipeg, Man.; composers at Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.; foundry workers at Vancouver and New Westminster, B.C.; brass factory workers at New Toronto, Ont.; motor vehicle factory workers at Chatham and Windsor, Ont.; foundry workers at Calgary, Alta.; steel products factory workers at Windsor, Ont.; chemical factory workers at Windsor, Ont.; metal miners in British Columbia; bakery workers at Winnipeg, Man.; glove factory workers at Waterloo, Ont.; electrical apparatus factory workers at Hamilton, Ont.; metal factory workers at Welland, Ont.; electrical apparatus and wire factory workers at Toronto, Ont.; steel mill workers at Hamilton, Sault Ste. Marie, Ont., and Sydney, N.S.; storage battery factory workers at Kingston; steel products factory workers at Montreal, P.Q.; chemical factory workers at Amherstburg, Ont.; and construction labourers at Glace Bay, N.S.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to July, 1946				
MANUFACTURING— <i>Vegetable Products—</i> Bakery workers, Halifax, N.S.	1	4	100	Commenced February 11; for a union agree- ment; unterminated.
<i>Rubber and Its Products—</i> Rubber factory workers, Bowmanville, Hamilton, Kitchener, New Tor- onto, Oakville and Toronto, Ont.	10	10,146	250,000	Commenced June 23; for increased wages, reduced hours, overtime rates for Satur- days, Sundays and holidays, etc.; unter- minated.
<i>Textiles, Clothing, etc.—</i> Carpet factory workers, weavers, Brantford, Guelph and Toronto, Ont.	3	65	715	Commenced April 29; for increased wages, reduced hours, two weeks' vacations with pay, etc.; terminated July 13; conciliation, provincial; compromise.
Textile factory workers, Montreal and Valleyfield, P.Q.	5	5,253	120,000	Commenced June 1; for increased wages reduced hours, two weeks' vacations with pay, etc.; unterminated (four mills at Montreal resumed operations July 27, 1946).
Knitting factory workers, Toronto, Ont	2	630	15,000	Commenced June 25; for increased wages and reduced hours; unterminated.
<i>Printing and Publishing—</i> Compositors, etc., Winnipeg, Man.	1	88	1,750	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; unterminated.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1946 ⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars(?)
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to July, 1946—Conc.

MANUFACTURING—Conc.				
<i>Printing and Publishing—Conc.</i>				
Compositors, etc., Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.	5	160	3,000	Commenced May 30; in sympathy with strike of compositors at Winnipeg, Man., commencing November 8, 1945; untermi-nated.
<i>Metal Products—</i>				
Foundry workers, Vancouver and New Westminster, B.C.	35	500	11,500	Commenced May 17; for increased wages and reduced hours; untermi-nated.
Brass factory workers, New Toronto, Ont.	1	(4)900	18,000	Commenced May 18; for increased wages reduced hours, union shop, seniority in lay-offs, etc.; untermi-nated.
Motor vehicle factory workers, Chatham and Windsor, Ont.	2	3,440	80,000	Commenced June 18; for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermi-nated.
Foundry workers. Calgary, Alta.	3	241	5,350	Commenced June 20; for new agreements providing for increased wages, reduced hours, closed shop, check-off, two weeks' vacations with pay, etc.; untermi-nated.
Steel products factory workers, Windsor, Ont.	1	224	5,000	Commenced June 27; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermi-nated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Chemical factory workers, Windsor, Ont.	1	467	10,000	Commenced June 27; for a new agreement providing for increased wages, reduced hours, union shop, check-off, two weeks' vacations with pay, etc.; untermi-nated.
SERVICE—				
<i>Business and Personal—</i>				
Beverage dispensers, Calgary and Medicine Hat, Alta.	25	175	350	Commenced June 23; for increased wages and reduced hours; terminated July 3; concilia-tion, provincial, and further reference to RWLB (3); in favour of workers.

Strikes and Lockouts Commencing During July, 1946

FISHING AND TRAPPING—				
Tuna fishermen, Vancouver, B.C.	25	60	360	Commenced July 8; for a signed agreement providing for uniform division of proceeds of season's catch; terminated July 13; return of workers following signing of pre-liminary agreement pending reference to arbitration board after fishing season; indefinite.
MINING—				
Coal miners, brushers, New Waterford, N.S.	1	(5)49	98	Commenced July 2; for a new local contract for brushers, providing for increased rates; terminated July 4; return of workers; in favour of employer.
Metal miners, British Columbia.	12	2,119	50,000	Commenced July 3; for increased wages, reduced hours and other conditions; untermi-nated.
Coal miners, Drumheller, Alta.	1	220	660	Commenced July 22; for transportation to work places by man-trip under construction; terminated July 25; reference to Inspector of Mines; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1946⁽¹⁾—*Continued*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During July, 1946— <i>Con.</i>				
MINING— <i>Con.</i>				
Coal miners, Florence, N.S.	1	700	700	Commenced July 23; protest against transfer of ten miners to construction work on railway spur line; terminated July 23; return of workers; in favour of workers.
Coal miners, East Coulee, Alta.	1	70	70	Commenced July 24; for payment for one hour's overtime because of delay in arrival of man-trip; terminated July 24; negotiations; compromise.
Coal miners, Florence, N.S.	1	700	700	Commenced July 29; protest against measurement of coal seam on new long wall; terminated July 29; return of workers; in favour of employer.
MANUFACTURING—				
<i>Vegetable Products—</i>				
Bakery workers, Winnipeg, Man.	11	47	550	Commenced July 14; for new agreements providing for increased wages and changes in working conditions; untermiated.
Bakery workers, Windsor, Ont.	1	17	72	Commenced July 20; for a union agreement and against dismissal of two workers allegedly for union activity; terminated July 26; conciliation, provincial; in favour of workers.
<i>Fur and Leather Products—</i>				
Fur factory workers, Toronto, Ont.	25	(⁶)350	1,400	Commenced July 4; for increased wages, reduced hours and two weeks' vacations with pay; terminated July 10; negotiations and reference to arbitration; indefinite.
Glove factory workers, Waterloo, Ont.	1	10	165	Commenced July 12; for a union agreement providing for preferential shop, check-off, etc.; untermiated.
<i>Textiles, Clothing, etc.—</i>				
Clothing factory workers, Toronto, Ont.	.....	1,400	7,000	Commenced July 9; for increased wages, reduced hours, etc.; terminated July 13; return of workers pending settlement; indefinite.
<i>Metal Products—</i>				
Motor vehicle factory workers, Oshawa, Ont.	1	(⁷) 120	200	Commenced July 2; for increased wages piece rates; terminated July 3; return of workers pending negotiations; indefinite.
Electrical apparatus factory workers, Hamilton, Ont.	2	(⁸)4,375	90,000	Commenced July 5; for increased wages, reduced hours, two weeks' vacations with pay, payment for statutory holidays, etc.; untermiated.
Metal factory workers, Welland, Ont.	1	1,280	25,000	Commenced July 8; for increased wages and reduced hours; untermiated.
Electrical apparatus and wire factory workers, Toronto, Ont.	3	1,896	35,000	Commenced July 8; for increased wages, reduced hours, two weeks' vacations with pay, etc., untermiated.
Foundry workers, Brampton, Ont.	1	51	610	Commenced July 11; for a new agreement providing for increased wages, reduced hours, closed shop, etc.; terminated July 27; conciliation, provincial, and return of workers pending further negotiations; indefinite.
Steel mill workers, Hamilton, Sault Ste. Marie, Ont., Sydney N.S.	5	11,538	170,000	Commenced July 14; for increased wages, reduced hours, union security, two weeks' vacations with pay, etc.; untermiated.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During July, 1946— <i>Conc.</i>				
MANUFACTURING— <i>Conc.</i> <i>Metal Products—Conc.</i> Storage battery factory workers, Kingston, Ont.	1	(⁹) 41	550	Commenced July 16; for increased wages, reduced hours, two weeks' vacations with pay, union shop, check-off, etc., untermi- nated.
Machinists, New Westminster, B.C.	1	(¹⁰) 264	1,400	Commenced July 18; for a new agreement providing for increased wages and reduced hours; terminated July 24; conciliation, provincial, and reference to RWLB; com- promise.
Foundry workers, Thetford Mines, P.Q.	1	30	150	Commenced July 24; for a union agreement providing for increased wages; terminated July 30; return of workers pending reference to arbitration and RWLB; indefinite.
Metal factory workers, Welland, Ont.	1	600	300	Commenced July 25; protest against "wage policy" of federal government; terminated July 25; return of workers; in favour of employer.
Foundry workers, New Glasgow, N.S.	1	(¹¹) 59	118	Commenced July 25; protesting dismissal of a union worker; terminated July 27; nego- tiations and reference to arbitration; indefinite.
Steel products factory workers, Montreal, P.Q.	1	964	5,250	Commenced July 25; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, union security, etc.; un-terminated.
Non-Metallic Minerals, <i>Chemicals, etc.—</i> Chemical factory workers, Medicine Hat, Alta.	1	12	72	Commenced July 6; for increased wages; terminated July 15; negotiations and reference to RWLB; compromise.
Chemical factory workers, Amherstburg, Ont.	1	438	7,000	Commenced July 12; for a new agreement providing for increased wages, reduced hours, union security, etc.; un-terminated.
CONSTRUCTION— <i>Canal, Harbour and Water- ways—</i> Labourers, Glace Bay, N.S.	1	(¹²) 12	10	Commenced July 31; for increased wages; un-terminated.
TRANSPORTATION— <i>Electric Railways and Local Bus Lines—</i> Electric railway workers, Sudbury and Copper Cliff, Ont.	1	37	85	Commenced July 8; for a new agreement pro- viding for increased wages and reduced hours; terminated July 10; return of work- ers pending further negotiations; indefinite.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) RWLB—Regional War Labour Board.

(4) 250 indirectly affected; (5) 1,000 indirectly affected; (6) 75 indirectly affected; (7) 175 indirectly affected; (8) 828 indirectly affected; (9) 33 indirectly affected; (10) 85 indirectly affected; (11) 24 indirectly affected; (12) 13 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May 1946, was 198, and 23 were still in pro-

gress from the previous month, making a total of 221 during the month. There were 84,100 workers involved and a time loss of 207,000 working-days was caused.

Of the 198 stoppages which began during May, 25 arose out of demands for advances in wages; 65 over other wage questions; five on questions as to working hours; 30 on questions respecting the employment of particular classes or persons; 63 on other questions respecting working arrangements; six on questions of trade union principle; and four were in support of workers involved in other disputes.

United States

Preliminary figures for June, 1946, show 350 strikes and lockouts beginning in the month, in which 150,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,800,000 man-days. Corresponding figures for May 1946, are 360 strikes and lockouts, involving 560,000 workers, with a time loss of 11,500,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, July, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

The Dominion Bureau of Statistics cost-of living index registered a further increase in July touching 125.1 compared with 123.6 a month earlier. While food price increases continued to dominate the over-all advance there was a noticeable broadening out of price increases among other groups. Due to higher quotations for eggs, beef, lamb, potatoes and carrots the food group moved up 2.1 points to 144.2 while clothing gained 2.1 also to 126.4 following higher prices in men's wear and footwear. An increase of 2.7 points to 125.1 in homefurnishing and services reflected higher prices for furniture, textile furnishings and chinaware, while advances in health maintenance and recreation costs supported a gain of 1.6 to 113.7 in the miscellaneous series. Two groups were unchanged, fuel and light at 107.2 and rents at 112.6.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for

bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home-

furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

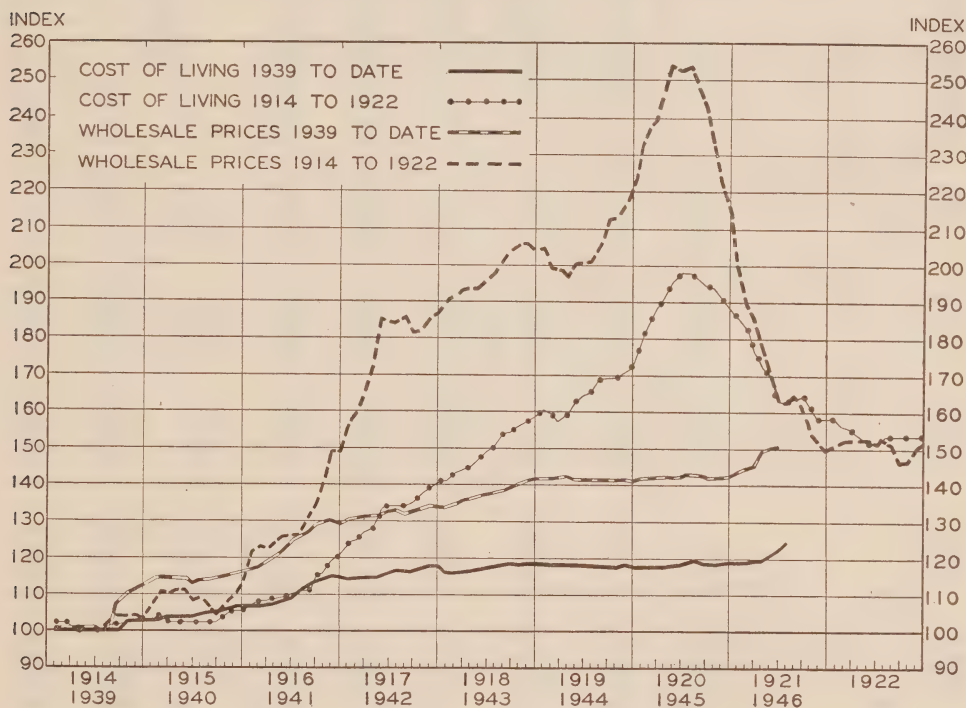
A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups,

Wholesale Prices, June, 1946

There was a further advance in wholesale prices between May and June as indicated by the Dominion Bureau of Statistics composite index which moved up 0.5 points to 109.1. Higher prices for vegetable and animal products lent principal support to the increase. For the former series a gain of 1.0 to 98.7 reflected higher prices for rye, potatoes, currants, raisins, corn syrup, glucose and starch which outweighed weakness in lemons

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



food, fuel, rent, clothing, homefurnishings, etc., with their weight, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Price Control in Canada*.

and onions. In the same interval animal products registered a gain of 1.3 points to 114.2 due to firmer prices for steers, hogs, lambs, beef and lamb carcass, eggs and men's shoes. Calves and butter were lower in this section. Increases in hardware items advanced the iron and steel group 0.3 to 128.4, while similarly higher furniture quotations moved wood, wood products and paper products up 0.2 to 131.1. Three groups were lower, chemicals and allied products receding 1.2 to 94.5 following a lower price for tartaric acid which overbalanced strength in copper sulphate and alcohol. Non-metallic minerals weakened 0.3 to 102.7 with declines in United States bituminous coal, crushed stone and

TABLE I
DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	90.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	161.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	100.4	122.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.1	102.1	97.1	95.4	98.7	95.9
1935.....		96.2	94.6	94.0	100.9	97.6			
1936.....		98.1	97.8	96.1	101.5	99.3			
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4

* Indexes prior to 1926 have been recalculated, resulting in revisions from figures previously published. Typographical errors in 1945 averages and in rent indexes for 1941 and 1944 have also been corrected.
† Commodities in the cost-of-living excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS AUGUST, 1939—JULY 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JULY, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	Dec. 1944	Mar. 1945	June 1945	Sept. 1945	Dec. 1945	Mar. 1946	May 1946	June 1946	July 1946	Price July 1946
Beef, sirloin steak.....	lb.	100-0	120-7	153-8	153-8	154-5	154-8	154-8	155-2	155-6	156-6	157-7	44-0
Beef, round steak.....	lb.	100-0	125-7	166-7	166-7	167-1	167-9	167-9	167-9	168-8	170-0	170-9	40-5
Beef, rib roast.....	lb.	100-0	125-5	172-2	173-5	173-5	174-8	174-3	175-2	176-1	177-4	178-7	41-1
Beef, shoulder.....	lb.	100-0	132-7	161-0	161-0	161-6	161-6	162-3	162-3	162-3	163-5	164-1	26-1
Beef, stewing.....	lb.	100-0	136-7	168-3	168-3	168-3	168-3	168-3	169-0	169-0	169-8	170-6	21-5
Veal, forequarter.....	lb.	100-0	139-3	174-0	174-0	173-4	174-6	174-0	173-4	174-6	174-6	174-6	29-5
Lamb, leg roast.....	lb.	100-0	109-9	147-2	148-6	153-5	159-2	152-8	152-8	152-8	156-0	167-6	47-6
Pork, fresh loins.....	lb.	100-0	125-3	141-2	141-9	142-7	143-1	143-8	144-6	158-1	160-8	161-5	42-0
Pork, fresh shoulder.....	lb.	100-0	127-0	142-9	142-3	142-9	142-9	143-4	144-4	159-7	163-3	163-8	32-1
Bacon, side, med., sliced.....	lb.	100-0	132-3	140-9	140-9	141-2	141-8	142-5	142-5	157-2	160-9	161-8	52-6
Lard, pure.....	lb.	100-0	151-3	154-4	156-1	157-0	158-8	159-6	16-05	172-8	176-3	177-2	20-2
Shortening, Vegetable.....	lb.	100-0	134-7	136-8	136-8	137-5	137-5	137-5	137-5	138-9	140-3	140-3	20-2
Eggs, grade "A" fresh.....	doz.	100-0	156-4	158-6	140-1	137-8	171-4	181-3	144-1	143-1	144-1	148-4	45-1
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	96-3	96-3	114-7	114-7	12-5
Butter, creamery, prints.....	lb.	100-0	140-5	145-8	146-2	144-0	144-3	148-0	149-1	164-1	161-5	161-2	44-0
Cheese, Canadian, mild.....	lb.	100-0	174-6	164-4	164-9	164-4	164-9	165-4	166-3	167-3	168-3	167-8	34-9
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	124-2	124-2	124-2	124-2	124-2	124-2	124-2	124-2	4-1
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkg.	100-0	101-1	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½'s.....	tin	100-0	129-9	137-7	137-7	136-8	137-7	137-7	137-7	137-7	138-7	138-7	14-7
Peas, canned, 2's.....	tin	100-0	117-5	122-5	122-5	121-7	121-7	121-7	121-7	121-7	121-7	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	133-6	132-7	132-7	132-7	132-7	132-7	132-7	132-7	133-6	15-1
Beans, dry.....	lb.	100-0	129-4	133-3	133-3	133-3	133-3	133-3	135-3	137-3	137-3	137-3	7-0
Onions.....	lb.	100-0	108-2	112-2	110-2	130-6	134-7	126-5	138-8	155-1	163-3	165-3	8-1
Potatoes.....	15 lb.	100-0	89-9	121-6	140-5	171-6	169-2	149-4	155-5	160-4	184-8	210-7	69-1
Prunes, medium.....	lb.	100-0	115-8	122-8	121-9	120-2	120-2	120-2	134-2	136-8	137-7	139-5	15-9
Raisins, seedless, bulk.....	lb.	100-0	104-0	104-0	102-6	109-9	107-9	108-6	121-2	127-8	129-1	127-8	10-3
Oranges, medium size.....	doz.	100-0	132-5	140-3	146-8	157-7	155-6	154-3	147-1	153-9	161-1	160-4	47-0
Lemons, medium size.....	doz.	100-0	111-3	145-5	142-5	143-1	147-7	148-6	147-7	145-5	145-5	145-5	47-3
Jam, strawberry, 16 oz.....	jar.	100-0	111-3	114-5	115-1	115-1	114-5	115-1	116-3	122-4	125-4	126-6	20-8
Peaches, 20 oz.....	tin.	100-0	101-5	105-1	103-6	105-1	105-6	106-1	105-1	105-6	106-6	106-6	21-0
Marmalade, orange, 16 oz.....	jar.	100-0	118-3	129-6	129-6	128-9	128-9	128-9	129-6	131-1	131-8	131-8	17-9
Corn syrup, 2 lb.....	tin	100-0	138-0	155-3	155-3	158-2	158-2	157-7	158-2	157-7	159-4	164-7	28-2
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	131-1	131-1	131-4	131-7	131-7	131-7	132-0	132-0	132-5	44-8
Tea, black, ½ lb.....	pkg.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to July 1946 prices.

gravel being responsible while non-ferrous metals weakened 0.2 to 86.9 following lower prices for aluminum ingots. Fibres, textiles and textile products were unchanged at 98.2.

Canadian farm products rose 1.3 points to 109.5 between May and June mainly supported by animal product prices: the index

for this group strengthened 2.8 points to 130.5 reflecting upturns in live stock and eggs which outweighed weakness in fowl. Field products gained 0.4 to 97.0 in June, with increases in rye, potatoes and raw leaf tobacco overbalancing declines in onions and hay.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Pork					Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewings, per lb.	Veal, boneless front, per lb.	Lamb, leg roast, per lb.	Fresh loin, per lb.	Fresh shoulder, per lb.	Bacon, side, mud-, sliced, per lb.										
P.E.I.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	44.2	40.6	37.7	27.4	22.9	.....	.....	42.5	34.3	49.4	21.1	20.7	44.4	11.0	45.1	35.2	7.3	4.6	6.0	10.0
Nova Scotia—																				
2—Halifax.....	45.2	41.8	39.5	27.2	24.1	.....	48.3	43.7	30.7	53.4	21.2	20.2	51.3	13.0	46.4	36.4	8.0	4.5	6.2	9.9
3—New Glasgow.....	46.0	43.1	42.3	26.9	23.4	.....	51.0	45.7	34.3	52.8	21.6	20.3	46.7	12.0	46.1	36.7	7.3	4.8	6.2	10.0
4—Sydney.....	48.4	42.3	.....	29.5	25.5	.....	.....	45.6	33.0	53.5	20.7	20.0	51.4	14.0	46.6	37.4	7.3	4.6	5.7	9.9
5—Truro.....	46.4	41.7	37.6	28.3	18.3	.....	53.0	43.4	31.7	53.3	21.2	20.6	49.2	12.0	45.7	.....	6.7	4.9	6.0	9.9
New Brunswick—																				
6—Fredericton.....	46.4	42.5	46.4	27.0	20.0	29.7	51.5	43.7	34.0	57.3	21.3	19.9	47.0	12.0	45.1	34.7	7.3	4.8	6.3	9.4
7—Moncton.....	46.0	42.5	42.6	27.3	21.1	30.0	51.1	44.1	34.0	54.0	20.5	20.3	49.8	12.0	45.4	35.3	8.0	4.5	6.0	10.0
8—Saint John.....	46.1	43.6	39.0	27.1	22.8	.....	50.0	44.8	32.3	52.8	20.4	19.9	49.5	13.0	45.2	34.5	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	42.7	39.2	38.3	27.6	22.3	.....	.....	33.5	33.6	58.0	22.3	22.5	49.5	12.0	43.7	33.7	6.7	4.3	.....	9.9
10—Hull.....	41.9	40.1	39.2	26.8	20.0	30.4	43.3	37.1	32.3	53.5	19.8	20.0	46.7	12.0	43.5	31.1	5.3	3.8	5.6	9.5
11—Montreal.....	43.3	40.0	43.1	24.5	20.9	28.9	46.4	38.3	31.9	52.7	19.8	19.7	49.0	12.5	44.1	34.9	6.0	3.7	5.8	9.1
12—Quebec.....	42.5	39.1	42.5	24.6	18.9	29.7	44.6	38.4	31.5	51.4	20.5	20.4	47.1	12.0	44.5	35.0	5.5	3.6	5.9	9.5
13—St. Hyacinthe.....	38.1	36.2	36.5	24.4	19.3	31.7	.....	33.9	29.2	49.8	20.7	19.8	44.7	11.0	43.0	32.9	5.3	4.1	6.0	9.8
14—St. Johns.....	45.7	40.3	44.0	27.7	17.7	35.0	.....	.....	33.7	53.8	20.2	20.3	47.1	11.0	44.4	33.7	5.3	4.1	.....	9.7
15—Sherbrooke.....	45.0	41.1	42.0	27.5	19.3	33.7	45.7	38.3	31.1	48.6	20.3	19.9	48.6	12.0	44.3	35.0	5.3	4.2	6.0	9.8
16—Sorel.....	41.9	37.9	41.9	25.6	19.7	.....	.....	37.5	30.9	53.6	21.0	20.6	46.5	11.0	44.1	32.9	5.3	4.1	5.3	10.0
17—Thetford Mines.....	36.0	37.8	33.3	26.1	18.7	.....	.....	29.7	30.7	44.5	.....	19.9	44.8	11.0	43.3	.....	5.3	4.0	5.3	9.6
18—Three Rivers.....	40.5	38.7	37.3	26.2	21.8	.....	.....	34.4	30.5	52.1	21.1	20.0	46.9	12.0	44.1	34.7	6.0	3.9	5.5	9.6
Ontario—																				
19—Bellefonte.....	43.0	39.0	40.2	25.8	20.0	27.7	49.5	44.4	33.4	53.5	20.4	19.4	42.5	12.0	43.7	32.5	6.7	4.2	5.4	8.6
20—Brantford.....	43.8	40.6	40.7	26.1	19.0	30.0	49.3	43.6	32.8	52.2	20.3	19.9	44.5	12.0	44.6	35.4	6.7	4.2	5.6	9.1
21—Brockville.....	46.8	42.9	46.0	26.3	21.3	.....	49.3	40.8	31.9	53.8	20.3	19.3	44.0	12.0	42.9	32.1	6.3	4.0	5.3	8.8
22—Chatham.....	43.9	40.1	40.9	25.7	20.9	30.5	48.7	43.4	35.1	51.7	20.5	20.1	42.0	12.0	43.8	35.4	5.3	4.1	5.2	8.7
23—Cornwall.....	46.4	42.9	43.1	27.3	19.4	.....	.....	43.0	34.1	53.3	20.5	19.5	44.3	12.0	43.4	32.9	6.0	3.9	5.8	9.1
24—Fort William.....	43.0	39.9	40.8	25.6	21.6	.....	50.0	.....	.....	52.3	19.5	19.4	47.0	13.0	44.1	.....	6.0	3.9	5.1	8.8
25—Galt.....	44.0	40.7	40.4	25.0	22.4	30.0	50.7	42.5	33.0	54.1	20.7	19.7	42.4	12.0	44.1	36.6	6.7	4.0	5.8	8.8
26—Guelph.....	44.7	41.4	41.7	26.9	24.4	32.8	49.0	44.5	34.0	51.6	20.5	19.8	42.3	12.0	44.4	35.7	6.0	4.1	5.7	8.7
27—Hamilton.....	44.1	40.6	42.0	25.5	22.7	30.2	50.0	43.6	32.8	54.3	20.1	19.3	46.0	13.0	44.8	38.2	6.0	4.2	5.5	8.8
28—Kingston.....	44.9	40.4	41.6	26.1	18.5	.....	47.3	42.6	31.4	54.4	20.3	19.4	45.6	12.0	44.1	33.2	6.0	4.3	5.5	9.2
29—Kitchener.....	43.3	40.3	41.7	25.6	23.1	30.4	46.1	43.9	31.6	53.4	20.3	20.0	41.8	12.0	44.4	34.4	6.7	4.0	6.1	8.9
30—London.....	43.8	40.6	41.6	25.8	22.1	30.0	49.1	43.9	31.1	52.0	20.3	19.6	45.1	12.0	44.6	34.7	6.0	4.0	5.6	8.8
31—Niagara Falls.....	43.1	39.6	40.9	24.8	20.2	30.1	.....	44.4	30.7	51.7	20.7	19.6	45.5	12.5	44.1	.....	6.0	4.1	5.7	8.9
32—North Bay.....	43.7	40.4	42.0	25.8	19.4	31.0	48.8	.....	.....	52.4	20.9	19.8	48.5	13.0	43.9	.....	6.7	4.2	6.7	9.7
33—Oshawa.....	44.4	42.2	43.0	25.8	22.3	31.0	.....	43.7	32.5	52.4	20.7	19.6	46.4	12.0	44.1	34.2	6.0	4.0	5.6	9.0
34—Ottawa.....	44.7	41.6	43.5	26.3	22.3	30.4	49.1	41.8	31.5	55.3	20.2	19.3	46.7	12.0	43.9	32.2	6.7	3.8	5.9	8.8

COAL AND RENTALS IN CANADA, JULY 1946

Canned Vegetables			Beans, common, dry white, per lb	Onions cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar			Tea, black, medium per 1 lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.		Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-5	15-8	6-6	8-5	47-5	15-4	21-0	47-7	65-4	39-8	....	38-6	31-0	8-6	8-1	54-1	38-0	.....	11-90	24-00-28-00(b)	1
14-9	14-9	15-3	7-0	8-9	58-8	16-0	19-4	51-6	54-9	45-1	22-3	38-6	31-8	8-6	8-4	49-9	38-0	.....	12-63	27-50-31-50	2
.....	14-7	15-1	7-2	9-0	58-6	16-0	19-8	48-7	55-7	43-6	22-0	37-8	31-9	8-2	8-2	52-1	38-0	.....	.....	16-00 20-00	3
15-0	15-2	15-0	6-9	8-9	59-9	17-1	20-3	54-6	57-8	44-6	20-7	38-8	30-4	8-6	8-5	50-0	37-8	.....	7-08	18-00-22-00(b)	4
.....	14-8	15-3	6-8	8-9	56-7	17-0	19-1	54-5	59-6	41-6	21-0	38-0	33-1	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
15-0	15-1	15-0	6-9	8-7	48-8	16-0	19-8	48-6	55-9	43-4	20-7	39-5	30-2	8-5	8-3	50-0	37-9	.....	12-41	21-00-25-00(b)	6
15-0	15-0	14-8	7-0	8-3	51-6	16-5	20-6	50-5	56-0	44-0	21-2	38-7	31-1	9-0	8-9	50-8	38-0	.....	11-91	26-00-30-00(b)	7
15-1	14-8	14-9	6-9	8-2	52-5	16-2	18-6	54-0	55-7	43-6	20-4	37-0	30-3	8-5	8-3	47-9	38-0	.....	13-03	20-50-24-50(b)	8
14-7	14-9	15-2	6-9	9-4	63-4	15-7	18-3	46-2	55-0	42-8	....	39-4	30-7	8-6	8-2	53-4	39-9	18-00	.....	.....	9
13-9	14-5	14-9	7-4	7-3	66-4	14-2	17-4	39-8	44-0	39-5	....	35-7	28-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-5	14-0	14-3	7-0	7-9	62-7	15-6	19-5	43-7	41-4	39-5	....	35-4	28-1	8-0	8-0	46-9	39-5	16-75	.....	23-00-27-00(b)	11
14-4	14-7	14-8	7-0	8-1	58-4	15-8	19-6	48-9	49-3	41-4	....	37-3	30-1	8-1	7-9	43-9	40-0	16-00	.....	27-50-31-50(b)	12
14-1	14-7	15-2	7-8	9-0	57-7	15-2	17-4	47-9	47-8	42-2	22-3	37-1	29-6	8-0	7-8	42-9	40-1	15-75	.....	16-00-20-00(b)	13
14-0	15-0	15-0	6-6	8-4	67-3	15-0	....	47-7	48-3	....	....	37-7	....	8-0	7-9	41-6	40-0	15-50	.....	.....	14
14-1	14-5	15-0	6-5	7-7	60-3	15-0	20-1	47-0	47-3	43-0	21-7	39-0	30-3	8-0	8-0	41-5	39-5	17-50	.....	20-00-24-00(b)	15
14-4	14-5	15-3	7-7	8-4	61-5	16-3	19-6	44-2	50-0	41-6	....	37-8	30-3	7-9	7-7	46-7	39-4	16-25	.....	.....	16
14-4	14-9	16-0	7-1	8-0	56-2	17-1	19-2	47-9	47-6	39-7	....	38-4	29-0	8-1	7-6	47-4	39-2	19-00	.....	14-00-18-00(b)	17
14-4	14-7	14-7	7-0	8-4	58-2	15-6	19-4	44-4	48-7	42-1	....	37-4	29-0	8-4	8-0	46-9	24-0	16-00	.....	20-00-24-00(b)	18
12-9	14-0	14-7	6-4	8-0	73-3	16-3	18-2	42-7	47-5	....	....	34-6	28-7	8-4	8-3	44-7	39-0	16-00	.....	.....	19
14-1	14-3	15-0	6-9	7-5	71-9	16-3	18-1	48-0	46-6	38-7	....	34-4	28-4	8-3	8-3	45-9	39-2	16-00	.....	22-00-26-00	20
.....	14-1	14-7	6-4	8-2	59-6	16-8	19-7	49-3	47-5	....	....	36-0	27-8	8-3	8-1	44-8	38-4	16-00	.....	20-00-24-00	21
.....	14-7	.....	5-9	7-8	73-1	16-4	....	41-7	41-7	....	....	34-5	30-0	8-5	8-5	42-0	38-2	16-00	.....	21-50-25-50	22
14-7	14-7	.....	6-6	8-2	72-5	15-0	....	40-0	43-9	....	....	34-8	28-0	8-1	8-1	45-6	38-6	16-50	.....	23-00-27-00(b)	23
14-2	14-4	14-5	6-5	8-3	62-4	15-8	19-3	47-8	48-7	40-1	20-4	36-3	26-0	8-7	8-6	41-5	38-1	16-80	.....	25-50-29-50	24
14-5	14-2	14-2	6-6	7-6	70-6	15-7	19-7	45-9	45-5	....	....	33-5	26-0	8-5	8-3	43-9	39-4	16-00	.....	22-00-26-00	25
.....	14-5	.....	6-5	8-0	69-0	16-6	17-9	46-1	4-2	39-7	....	34-0	26-1	8-5	8-4	44-1	38-6	16-00	.....	22-50-26-50	26
13-7	14-0	14-5	6-3	7-8	72-8	16-8	18-4	49-8	46-9	40-4	19-2	34-1	26-6	8-1	8-1	42-7	39-2	15-50	.....	26-50-30-50	27
14-0	14-1	14-5	6-8	7-6	70-3	16-2	19-6	51-7	45-2	40-5	....	36-4	28-7	8-0	7-9	43-8	38-9	16-00	.....	29-50-33-50	28
14-3	14-4	14-5	6-8	7-7	70-6	15-4	17-6	44-9	48-8	38-3	20-6	34-6	25-9	8-6	8-4	41-7	39-4	16-00	.....	27-50-31-50	29
14-6	14-3	15-2	6-7	7-8	73-7	15-7	18-9	45-9	43-3	40-0	....	33-5	27-9	8-6	8-4	44-7	39-2	16-50	.....	26-50-30-50	30
.....	13-0	.....	5-9	7-5	73-5	16-7	18-3	48-4	45-7	41-0	20-7	34-5	26-6	8-6	8-6	44-3	39-4	14-63	.....	25-00-29-00	31
.....	14-5	.....	6-5	7-8	73-2	16-7	....	49	347	7	....	36-8	28-6	9-0	8-9	50-6	39-6	17-25	.....	23-00-27-00	32
.....	13-8	14-3	7-2	8-3	73-7	15-4	....	45-0	46-9	....	....	35-9	27-2	8-5	8-2	46-1	39-5	16-00	.....	25-50-29-50	33
14-3	14-4	14-6	6-9	8-1	70-7	16-3	20-1	47-6	45-5	40-8	....	37-4	29-3	83	8-0	43-9	38-9	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Pork					Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled per lb.	Blade roast, per lb.	Stewing, per lb.	Vest, boneless fronts per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.										
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
25—Owen Sound.....	43.1	40.3	40.7	25.9	23.1	....	47.7	43.3	31.6	50.4	19.9	19.4	41.0	12.0	44.3	34.0	6.0	4.1	5.4	9.1
26—Peterborough.....	45.3	42.1	42.9	26.3	21.6	33.0	51.0	44.8	31.5	54.8	20.6	19.5	42.0	12.0	43.3	34.9	6.0	4.3	5.5	8.5
27—Port Arthur.....	45.6	42.2	42.0	25.8	23.1	29.0	48.5	41.6	32.0	56.1	19.3	19.2	47.9	13.0	44.3	34.7	6.3	4.1	5.3	8.9
28—St. Catharines.....	43.7	40.5	41.5	25.7	22.3	30.5	49.0	44.4	3.06	54.8	20.8	19.5	46.3	12.5	44.2	35.3	6.0	4.1	5.6	8.9
29—St. Thomas.....	44.1	4.09	41.6	25.9	23.0	30.3	50.2	43.7	33.9	51.8	20.8	20.2	43.3	12.0	44.3	34.2	6.0	4.2	5.9	9.2
40—Sarnia.....	44.4	41.3	42.0	27.9	22.5	33.3	48.5	43.0	32.3	53.1	20.5	20.4	45.9	12.0	45.2	34.3	6.0	4.0	6.2	9.2
41—Sault Ste. Marie.....	44.5	40.7	41.4	26.6	22.3	....	42.6	42.6	....	52.5	19.8	19.4	47.0	13.0	44.4	34.1	6.7	4.0	5.7	8.8
42—Stratford.....	42.8	4.06	41.4	26.0	23.0	....	50.7	42.7	30.6	51.9	20.5	20.5	43.6	12.0	44.3	36.6	5.3	3.9	5.9	9.1
43—Sudbury.....	43.3	40.6	40.6	26.0	23.7	28.3	45.5	42.2	31.7	49.8	20.8	19.9	48.0	13.0	43.8	34.7	6.7	4.1	6.4	8.9
44—Timmins.....	45.4	41.7	43.9	26.6	22.1	29.8	47.5	....	....	51.8	20.8	20.1	47.3	14.0	43.6	35.7	6.7	4.2	5.5	9.5
45—Toronto.....	44.5	40.6	42.0	26.3	22.7	30.5	50.2	45.0	29.3	55.0	19.8	19.3	46.1	13.0	44.4	38.1	6.7	4.2	5.5	8.6
46—Welland.....	42.3	39.5	40.6	25.6	22.6	29.5	....	44.2	32.5	50.1	21.0	20.0	44.1	13.0	44.5	36.0	6.7	4.1	5.2	8.9
47—Windsor.....	43.9	40.3	41.4	25.1	23.6	....	48.2	44.4	32.7	51.2	20.0	19.6	44.3	13.0	43.9	35.9	6.0	4.1	5.0	8.8
48—Woodstock.....	44.3	41.0	42.3	26.7	20.0	....	....	44.0	31.3	50.5	20.4	19.7	45.1	12.0	43.8	33.2	6.0	3.8	5.9	8.8
Manitoba—																				
49—Brandon.....	43.8	40.3	41.3	28.8	19.6	....	44.7	43.7	....	54.4	18.8	20.9	42.3	12.0	41.8	35.5	7.1	3.8	5.7	8.9
50—Winnipeg.....	42.7	38.5	36.1	24.9	21.1	27.5	46.7	42.7	33.5	54.6	18.6	19.8	44.6	12.0	41.5	....	8.0	3.7	5.2	8.7
Saskatchewan—																				
51—Moose Jaw.....	42.7	38.2	38.6	24.8	18.9	....	45.7	38.6	29.6	51.1	18.4	21.4	40.2	13.0	41.1	....	7.2	3.8	....	8.8
52—Prince Albert.....	....	....	....	....	....	....	....	....	....	51.1	18.9	21.2	41.1	12.0	42.5	34.0	6.0	4.1	....	8.7
53—Regina.....	42.5	39.1	39.3	24.7	21.6	26.0	44.1	39.0	27.8	50.2	18.7	21.9	42.4	12.0	41.2	35.6	6.8	3.9	5.7	9.1
54—Saskatoon.....	42.0	38.6	37.0	25.1	19.4	28.0	45.2	40.3	32.1	50.0	18.3	20.7	42.0	12.0	41.4	....	7.2	3.7	5.3	8.9
Alberta—																				
55—Calgary.....	44.1	39.7	40.1	25.1	21.7	27.0	43.8	....	....	54.6	18.5	20.3	42.7	12.0	42.1	36.1	7.2	3.8	5.4	8.7
56—Drumheller.....	43.6	39.6	38.4	25.3	20.6	24.3	....	41.0	30.7	49.0	19.3	22.0	41.1	12.0	43.3	....	8.0	4.4	5.4	9.0
57—Edmonton.....	44.0	39.9	40.9	25.1	22.0	26.2	43.1	40.5	28.7	51.3	18.5	21.0	41.9	12.0	42.3	35.5	7.2	3.8	5.3	8.7
58—Lethbridge.....	42.2	38.0	37.8	24.4	18.0	....	....	....	....	48.7	19.0	21.6	41.7	12.0	42.1	....	8.0	3.9	....	8.7
British Columbia—																				
59—Nanaimo.....	48.0	42.6	45.2	28.0	24.8	....	....	....	....	53.9	21.0	20.7	40.9	14.0	44.8	....	9.0	4.3	....	9.4
60—New Westminster.....	45.4	40.9	42.2	25.8	23.8	29.7	44.5	43.4	32.6	53.6	20.3	20.3	40.3	12.0	44.6	....	8.5	4.1	6.0	9.2
61—Prince Rupert.....	44.3	42.0	44.0	25.7	24.2	....	44.3	....	....	55.1	20.5	21.8	46.0	17.0	45.0	38.3	10.0	4.9	....	9.7
62—Trail.....	45.0	41.0	43.5	25.8	24.0	28.3	45.0	45.0	33.6	51.8	20.1	22.8	47.5	15.0	44.3	....	9.0	4.0	5.7	9.3
63—Vancouver.....	46.7	42.2	42.8	27.0	25.3	28.0	46.5	43.7	32.9	55.1	20.3	20.0	40.8	12.0	44.4	35.8	9.6	4.1	5.7	8.9
64—Victoria.....	45.6	42.1	43.9	27.1	23.8	31.4	47.3	45.1	33.8	53.9	21.1	21.2	41.7	13.0	44.7	37.1	9.0	4.3	6.5	9.0

COAL AND RENTALS IN CANADA, JULY 1946

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)
Tomatoes, choice, 2½ s (23 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
.....	14-4	.....	6-9	8-1	74-4	15-1	18-6	47-1	49-0	.....	.....	35-3	.....	8-6	8-5	47-8	39-2	16-50	.....	16-00-20-00
.....	13-7	14-6	6-5	8-2	71-8	16-0	20-9	44-6	46-0	41-4	.....	35-7	27-7	8-7	8-5	43-7	39-1	16-75	.....	24-00-28-00
14-6	14-6	14-4	6-3	9-0	63-8	15-3	19-7	48-3	45-5	39-3	21-0	36-1	26-0	8-6	8-4	41-7	38-4	16-80	.....	23-00-27-00
13-4	13-5	.....	6-3	8-2	72-5	15-5	.....	43-4	45-5	39-2	.....	33-7	26-5	8-5	8-2	43-8	39-5	15-75	.....	27-00-31-00
14-3	14-4	14-7	6-6	8-3	73-6	16-1	20-5	50-2	45-8	39-3	20-3	34-9	26-5	8-7	8-6	45-1	24-0	16-00	.....	21-00-25-00
.....	15-4	15-3	7-1	7-9	73-5	15-6	.....	47-9	44-4	.....	.....	34-8	27-6	8-8	8-7	44-9	39-3	16-50	.....	.....
14-7	14-7	15-0	6-2	7-9	75-5	16-1	.....	44-1	45-1	42-4	.....	36-0	26-7	8-6	8-5	40-8	39-0	17-00	.....	23-00-27-00
.....	14-5	.....	6-4	7-7	73-4	17-1	20-3	45-9	47-6	43-0	19-7	34-5	28-6	8-8	8-6	45-7	38-7	16-00	.....	21-50-25-50
14-3	14-9	15-0	6-5	8-1	67-8	16-7	20-6	48-4	50-5	41-0	.....	35-6	29-7	8-8	8-5	44-8	38-7	17-75	.....	28-00-32-00
15-0	14-6	15-0	6-3	7-8	74-0	17-6	21-0	46-7	48-2	45-6	20-3	36-2	31-3	8-8	8-8	42-4	39-2	19-50	.....	27-50-31-50
13-7	13-9	14-1	6-3	7-6	72-3	16-1	18-5	45-4	43-4	.....	.....	34-7	26-8	8-2	8-0	44-9	38-7	15-50	.....	32-50-36-50
.....	13-5	14-5	7-2	7-0	71-7	.....	.....	44-7	45-6	.....	19-0	34-3	27-0	8-3	8-3	40-9	39-1	15-50	.....	.....
13-8	14-8	14-9	6-5	7-3	72-5	16-0	18-1	43-2	41-7	.....	.....	33-9	26-7	8-2	8-0	43-5	38-7	16-00	.....	25-00-29-00
14-2	14-2	.....	6-6	7-7	72-3	16-2	20-0	46-5	45-7	41-0	21-0	34-5	28-4	8-6	8-5	45-3	39-2	16-00	.....	22-50-26-50
15-4	15-2	15-8	7-1	8-9	83-3	16-3	18-7	44-2	45-4	44-8	22-0	38-4	25-0	9-2	9-0	45-6	38-0	.....	8-45	21-00-25-00
15-4	15-8	15-5	7-4	8-4	78-7	15-7	19-4	49-6	41-0	41-5	22-0	37-4	25-2	9-0	8-9	37-4	37-9	.....	12-95	26-00-30-00
.....	15-3	.....	7-1	8-0	80-0	16-6	18-6	50-0	44-1	.....	22-6	37-5	28-0	9-5	9-4	43-8	37-8	.....	10-30	22-50-26-50
16-9	16-0	16-4	7-4	8-3	68-4	17-2	19-2	46-0	47-9	40-6	23-1	38-6	29-0	9-9	9-6	42-6	38-1	.....	10-50	19-50-23-50
16-6	15-2	15-3	7-1	8-3	81-7	16-7	19-3	44-7	41-3	40-8	21-7	37-4	28-3	9-3	9-7	43-9	38-0	.....	11-50	28-50-32-50
17-5	16-2	16-7	7-6	8-1	82-0	16-8	20-4	9-65	1-74	4-22	2-33	6-52	7-5	9-7	9-94	5-13	7-8	.....	10-10	22-50-26-50
14-9	14-3	15-3	7-6	7-9	79-9	16-1	19-8	46-9	48-7	41-9	20-4	34-6	27-9	9-0	9-5	41-5	37-7	.....	8-25	26-00-30-00
17-7	16-1	16-5	8-0	7-8	79-2	15-7	21-3	46-1	50-6	43-3	22-7	35-7	29-3	9-6	9-7	42-7	38-0	.....	.....	21-00-25-00
15-2	14-7	15-4	7-8	8-2	80-3	16-3	19-0	48-3	43-3	42-8	21-2	35-0	26-4	9-2	9-2	43-6	37-4	.....	5-40	24-50-28-50
16-1	14-1	14-8	7-5	7-7	78-7	14-1	18-5	47-4	45-8	.....	20-9	34-0	26-9	9-3	9-4	44-6	37-5	.....	49-0	22-00-26-00
14-7	14-8	.....	8-3	8-2	74-6	13-8	.....	42-7	38-5	.....	20-1	32-3	25-7	8-9	8-8	40-8	38-4	.....	.....	17-00-21-00
14-9	14-3	14-9	7-7	7-7	69-4	13-3	18-3	43-0	37-7	42-0	20-3	33-0	24-9	8-1	7-9	37-0	37-9	.....	13-00	20-50-24-50
16-2	16-0	16-7	8-1	8-7	76-9	15-2	19-4	56-0	45-9	42-7	21-3	34-5	27-1	8-9	8-7	44-1	38-3	.....	13-65	20-00-24-00
.....	15-1	16-3	8-5	7-5	73-5	15-1	.....	48-1	49-8	.....	21-7	33-7	27-7	8-9	8-8	40-6	37-7	.....	10-75	23-00-27-00
14-5	13-8	15-0	7-4	7-4	71-9	14-3	19-5	43-8	37-1	45-2	19-7	30-7	25-1	8-0	8-1	40-1	37-8	.....	13-05	23-50-27-50
15-4	14-9	15-5	8-0	7-5	74-4	14-1	19-8	45-0	37-8	39-0	20-0	32-1	25-2	8-9	8-4	44-5	38-3	.....	13-30	21-00-25-00

(a) The basis of these figures is the record of rents collected in the 1941 Census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	June 1926	June 1929	June 1933	June 1941	June 1942	June 1943	June 1944	June 1945	May 1946	June 1946
All commodities.....	64.0	127.4	155.9	97.3	100.1	93.4	67.5	90.1	95.8	99.6	102.5	104.0	108.6	109.1
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	100.6	84.8	61.5	77.7	84.5	91.3	95.0	98.1	97.7	98.7
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	100.8	107.7	58.5	89.7	102.2	106.6	106.1	107.6	112.9	114.2
III. Fibres, Textiles and Tex- tile Products.....	58.2	157.1	176.5	101.7	99.7	91.6	69.9	90.8	91.9	91.9	91.7	91.7	98.2	98.2
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.1	94.0	61.7	96.1	101.8	107.6	118.0	120.5	130.9	131.1
V. Iron and Its Products...	68.9	156.9	168.4	104.6	100.0	93.8	85.3	112.7	115.8	115.7	117.0	117.1	128.1	128.4
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	98.7	98.7	68.0	78.1	77.8	79.7	79.7	79.7	87.1	86.9
VII. Non-Metallic Minerals and Their Products...	56.8	82.3	112.2	107.0	99.0	93.0	82.7	96.1	99.2	100.5	102.2	101.9	103.0	102.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.6	80.8	99.7	102.2	100.5	100.3	99.2	95.7	94.5
Classified according to Purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	100.6	93.4	70.4	90.6	95.8	97.2	97.4	98.2	100.8	101.3
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	99.6	96.7	63.9	88.9	98.7	103.0	101.2	104.0	106.6	108.1
Other Consumers Goods	62.2	91.9	126.3	101.4	101.2	91.2	74.8	91.7	93.8	93.3	94.8	94.4	96.9	96.8
II. Producers Goods.....	67.7	133.3	164.8	98.8	100.4	93.5	64.6	84.2	88.8	94.3	100.1	101.3	105.0	106.2
Producers' Equipment...	55.1	81.9	108.6	104.1	96.9	94.0	84.8	106.5	110.0	114.2	118.5	119.6	120.8	120.3
Producers' Materials...	69.1	139.0	171.0	98.2	100.8	93.4	62.4	81.7	86.4	92.1	98.0	99.3	103.2	104.6
Building and Construc- tion Materials.....	67.0	100.7	144.0	108.7	99.5	98.6	78.9	108.5	114.9	119.2	127.2	127.0	134.2	134.2
Manufacturers' Materials	69.5	148.1	177.3	95.8	101.1	92.2	59.6	77.2	81.6	87.5	93.1	94.6	98.0	99.6
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	100.0	84.2	61.6	76.9	81.3	86.9	90.7	92.5	93.3	93.9
B. Animal.....	70.1	129.0	146.0	95.9	98.9	103.5	59.9	89.7	98.1	101.3	100.4	101.3	106.0	106.9
Farm (Canadian)	64.1	132.6	160.6	88.0	98.8	93.1	52.5	71.0	81.5	94.4	102.0	105.8	108.2	109.5
II. Marine.....	65.9	111.6	114.1	91.7	99.4	102.8	60.3	90.0	113.2	124.6	129.4	131.6	138.7	138.7
III. Forest.....	60.1	89.7	151.3	106.8	100.2	93.9	61.9	95.7	101.3	107.1	117.2	119.8	130.0	130.2
IV. Mineral.....	67.9	115.2	134.6	106.4	99.6	93.0	79.8	96.3	98.3	99.3	100.4	100.2	103.7	103.8
All raw (or partly manu- factured).....	63.8	120.8	154.1	94.7	99.2	92.9	57.6	81.8	90.8	98.7	104.2	106.6	108.6	109.7
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.1	91.1	70.2	88.9	91.4	92.7	93.4	93.9	98.5	98.5

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1938=1000	1936-1939=1000	1936-1939=1000	180	1926-1930=1000
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
1913.....	64.0	70.1	69.8	70.7	.....	(g) 100	(g) 100	(h) 100	1125	814	.....	.....	748	628
1914.....	65.5	70.7	68.1	71.8	.....	(g) 100	(g) 100	(h) 100	1090	855	.....	.....	805	876
1915.....	70.4	80.7	69.5	72.5	.....	123	146	.....	1204	882	.....	.....	882	724
1916.....	84.3	87.0	85.5	77.9	.....	176	.....	.....	1583	906	.....	.....	1024	786
1917.....	114.3	102.4	117.5	91.6	.....	203	.....	.....	1723	1084	.....	.....	1225	850
1918.....	137.4	115.6	131.3	107.5	.....	215	.....	.....	1854	1177	.....	.....	1282	912
1919.....	134.0	126.5	138.6	123.8	.....	240	.....	.....	2512	1458	.....	.....	1536	1019
1920.....	135.9	145.4	154.4	143.0	.....	226	.....	.....	1805	1320	.....	.....	1428	1034
1921.....	110.0	129.9	97.6	127.7	.....	183	191.2	.....	200	1101	.....	.....	1194	952
1922.....	97.3	120.4	96.7	119.7	.....	172	187.5	.....	164	1445	.....	.....	1053	1010
1923.....	100.0	121.8	100.0	126.4	.....	166	144.6	.....	161	1066	.....	.....	994	1006
1924.....	96.4	120.5	96.7	122.6	.....	157	141.2	.....	1305	1066	.....	.....	983	1004
1925.....	95.6	121.7	95.3	122.5	.....	137	126.5	.....	1155	1041	.....	.....	963	981
1926.....	86.6	120.8	86.4	119.4	.....	140	107.1	.....	1047	932	.....	.....	904	795
1927.....	85.7	120.4	85.9	120.8	.....	156	107.1	.....	137	1000	.....	.....	1005	851
1928.....	78.6	102.2	78.6	100.8	.....	152	107.1	.....	137	999	.....	.....	1011	990
1929.....	75.4	101.5	77.1	99.4	.....	158	143.0	.....	138	999	.....	.....	1029	1071
1930.....	82.9	105.6	78.6	100.2	.....	154	143.0	.....	151	1034	.....	.....	1047	1035
1931.....	80.0	111.7	87.2	105.2	.....	199	183.5	.....	174	1398	.....	.....	1111	1073
1932.....	95.7	117.0	98.8	116.5	.....	200	209.6	.....	193	1242	.....	.....	1176	1416
1933.....	100.0	118.4	103.1	123.6	.....	199	218.2	.....	176	1244	.....	.....	1267	1513
1934.....	100.0	125.5	104.0	125.5	.....	201	222.6	.....	203	1373	.....	.....	1270	1502
1935.....	103.6	119.6	105.8	128.4	.....	169.0	220.6	.....	209	1322	.....	.....	1270	1558
1936.....	104.0	119.5	106.1	129.0	.....	170.1	221.7	.....	1797	1329	.....	.....	1417	1584
1937.....	104.6	120.3	105.9	129.4	.....	204	221.7	.....	1797	1329	.....	.....	1583	1505
1938.....	104.6	120.3	105.9	129.4	.....	204	221.7	.....	1807	1350	.....	.....	1587	.....
1939.....	104.6	120.3	105.9	129.4	.....	205	223.0	.....	1808	1318	.....	.....	1591	.....
1940.....	103.3	119.9	105.2	128.9	.....	203	222.1	.....	1808	1319	.....	.....	1592	.....
1941.....	103.6	119.7	105.9	128.9	.....	203	219.7	.....	1807	1324	.....	.....	1594	.....
1942.....	103.9	119.9	106.8	129.3	.....	203	218.5	.....	1803	1323	.....	.....	1605	.....
1943.....	103.9	120.1	107.1	129.9	.....	203	214.3	.....	1789	1323	.....	.....	1613	.....
1944.....	104.6	119.9	107.7	129.6	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
1945.....	105.2	119.9	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
1946.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
January.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
February.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
March.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
April.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
May.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
June.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
July.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
August.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
September.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
October.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
November.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
December.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
1946.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
January.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
February.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
March.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
April.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
May.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
June.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
July.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
August.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
September.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
October.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
November.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....
December.....	105.6	120.1	108.9	130.2	.....	203	215.2	.....	179.7	1328	.....	.....	1603	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Canadian Manufacturers' Association Discusses Employer-Employee Relations

Collective Bargaining, Handling of Grievances, Foremen's Position in Industry, Wages and Salary Control, Negotiation of Labour Contracts, among Subjects Considered at Annual Meeting in Toronto

RE-AFFIRMATION of its position with respect to employer-employee relationships was a noteworthy feature of the 75th Annual Meeting of the Canadian Manufacturers' Association in Toronto, June 4-6. More than 2,000 persons including guests and members of the Association's staff were present.

Except for the opening and closing business sessions, the meeting took the form of a number of individual conferences conducted concurrently. Keen interest was shown in the conference on employer-employee relationships and the addresses and discussions reflected to a considerable degree the employers' approach to the question of industrial relations. Approximately 500 persons attended this panel.

Presidential Address

The President, Mr. G. Blair Gordon, in his address at the opening meeting urged that Canada's policy should be to increase production in every possible way. "Turn out vast quantities of products from the farms, factories, mines, forests and fisheries. Make things plentiful, good and cheap; not scarce, poor and dear."

"Industrial production in Canada doubled during the war," Mr. Gordon said. "Canadian manufacturers fed, clothed and equipped Canada's armed forces and supplied the civilian population. They also shipped to other countries three times as much as was used by our own forces."

Much of this production machinery is being adapted to make goods for domestic and external markets but a great obstacle to a full flow of goods is and will be severe shortages of many materials. "In Canada, we are more fortunate than the peoples of many other countries," Mr. Gordon stated, "but there will be necessary delays before needed materials will be available for industrial requirements."

"Employment and business conditions in Canada are dependent to at least 25 per cent on a prosperous export trade," said Mr. Gordon. "It would be a mistake to conclude that trade is going to be handed to us by whatever

machinery the United Nations Organization sets up. The great volume of international transaction in the past has always been created by the enterprise and energy of individuals."

"Canadian manufacturers have been sending representatives to practically all countries open to travellers, seeking markets for Canadian products," Mr. Gordon reported. "They are searching all over the world for outlets for surplus goods which can be spared by Canada."

Minister Unable to Attend

Hon. Humphrey Mitchell, Minister of Labour, was unable to attend the meeting owing to pressure of official business in Ottawa. The following telegrams are self-explanatory:

Ottawa, Canada
June 3, 1946

G. B. GORDON, Esq.,
President,
Canadian Manufacturers Association,
Royal York Hotel, Toronto.

Owing to present circumstances I feel it is most inadvisable for me to leave Ottawa during the next few days and therefore I shall be much disappointed in not having the opportunity of being present at any of your functions in connection with the seventy-fifth annual general meeting of the Canadian Manufacturers Association. While we seem to be passing through a difficult industrial period at the moment I am confident and convinced that the inherent good sense of both employers and workers will bring us into smooth waters in the not distant future. Without the stimulus of private enterprise as represented by your membership there would be no jobs for many thousands of our workers and correspondingly without the labour of these many thousands of workers private enterprise would be bogged down. One side cannot do without the other. For that reason I hope for a greater understanding of the importance and indispensability of sound, close and friendly labour management relations. Our war job really was well done. All played their part, the men and women in the armed forces, manufacturers and business and professional men generally, the workers and our farmers. Surely a team that played so well to bring victory in the war must not be broken up now. Best wishes for the success of your meeting.

(Sgd) HUMPHREY MITCHELL
Minister of Labour.

Royal York Hotel,
Toronto, June 4, 1946

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Your telegram received, we appreciate your good wishes and understand the reasons which prevent your attendance at our annual meeting. You may rest assured that manufacturers will continue to co-operate with you in doing everything possible to promote sound and friendly labour-management relations. The present disturbed situation throughout the country is largely due to concerted attacks by certain labour organizers on the Federal government-declared policy of controlling inflation. We believe that government anti-inflation policy of

gradual and orderly relaxation of controls is sound and necessary and will continue to co-operate in carrying this out. The interests of all consumers are involved and will become seriously impaired if the current unsettled situation gets any further out of hand. Notwithstanding the best of spirit and intention on the part of employers and employees unless the responsible authorities protect life and property, subversive interests devoid of a desire for harmony will control the situation. The Federal Government should maintain a firm stand against lawlessness of all kinds and encourage and assist the provincial and municipal authorities in carrying out their responsibilities.

(Sgd.) G. BLAIR GORDON,
President

Canadian Manufacturers Association.

Employer-Employee Relations

The conference on employer-employee relations was under the chairmanship of E. R. Complin, O.B.E., Canadian Industries, Limited, Montreal. The first study and discussion concerned "Management and Collective Bargaining" and was introduced by Harry Taylor, O.B.E., Canadian National Carbon Company, Toronto, in an address designed to focus attention on some of the more important phases of "the general situation".

"Many of us sometimes forget," he said, "that a business has a personality which finds expression in policies and practices. Many factors may play a part in moulding this personality, such as competition, products, markets, community practices and others, but none outshine the attitude and ability of those whose job it is to formulate policy." He continued: "a trade union also has a personality which is reflected in the policies and practices which its leaders adopt. If we are to have good industrial relations and industrial peace, the area within which these personalities clash must somehow be narrowed," he claimed.

Mutual Understanding Needed:—He asserted that "generally speaking, workers and their representatives have not tried to understand the problems of management and in many cases, management has not tried to understand the problems of the workers. The most outstanding shortcoming on both sides is the failure to recognize and gauge the rate of change. There is," he continued, "a reluctance on the part of some managements to accept any change and there are demands on the part of unions which are not only unreasonable and ahead of their time, but in some cases are economically unsound".

With regard to the circumstances that motivate management, Mr. Taylor said: "It must be taken for granted that management, as we understand it, believes in the system of profit

incentive or private enterprise. Under such a system," he held, "we always find a dynamic economy, and economy in which the standards of equity are gradually changing. These changes bring with them greater social responsibilities on the part of management which must be met, but management must resist being driven too far and too fast by either unions or governments."

In the opinion of the speaker, "Canadian management, under wartime pressure had picked up a lot of bad habits. Conditions and practices were agreed to, or forced upon management, which were basically unsound, costly and not workable under peacetime conditions." He contended that "much of what was done will have to be undone, if we are to have efficient production and industrial peace. Unions and all concerned must play their full part in the restoration of sound relationships and business practices".

Developing this point, Mr. Taylor continued: "Management knows it must consider cost problems, the relation of costs to prices, prices to volume and volume to employment. It must consider the importance of risk capital, expansion reserves and the part profits are to play in our economic processes. Management knows you cannot long pay wages out of invested capital. Management knows these things, but is sometimes confronted with union demands and government action which are in conflict with some of these fundamentals. Management knows there is a social cost of doing business and is prepared to meet its fair share, but how can you justify a union forcing a company to price itself out of the market? How" he asked, "can anyone expect management to accept conditions which challenge the survival of the business?"

Annual Wages:—Turning to the question of annual wages, the speaker asserted: "Unions suggest that industry should produce new

products which peak during low production periods of products already produced. It is not as simple as that. It may be possible for a few companies to guarantee an annual wage, but to deal with it across Canada is a very involved economic problem. It involves domestic and international trade, climatic conditions, geographic problems and fiscal policy. It involves solving problems of seasonal industries, style goods, perishable goods and changing the buying habits and many other habits of the consuming public", Mr. Taylor asserted.

Royalty Payments:—"Royalty payments to unions is a new device in its present form", the speaker claimed. "At the present moment, it seems to be confined to the United States, but, as Canadian manufacturers, we have more than an academic interest in the result." Royalty payments such as are being demanded by certain American unions "are considered by many as nothing more than extortion", he said.

Mr. Taylor claimed that, historically, industry has alternately been centralized and then decentralized. "We are now going through a period of industrial decentralization." On the other hand, unions seem to be "rapidly moving towards centralized unions. We find area, regional, and industry bargaining creeping into our relations", he said.

Foremen's Unions:—Referring to foremen's unions, the speaker asserted that the development of such unions in the United States "may well be an indictment against management. The organization structure of American and Canadian industry has been built around the foreman. He is the first level of management, but what has management done to make him feel that he is part of management? How often we have discussed production plans and other policy changes with our foremen? Frequently foremen hear of new policies or practices or progress in negotiations from the union officers and stewards". Mr. Taylor said that in his opinion "a foreman wants to be part of management, but he is not part of management if he himself feels and thinks he is not. The whole question of foremen's unions is a challenge to management."

"What is Right vs. Who is Right":—After quoting extensively from the statement of policy adopted by the U.A.W.-C.I.O. at its recent conference in Atlantic City the speaker said:

"It seems to me, if we are going to have sound industrial relations, governments, trade unions and employers should adopt a concept of basic industrial relations' philosophy based upon what is right and fair and equitable and not place so much emphasis on who is right. Governments should see to it that all groups

are equal before the law. If in the public interest industrial monopolies are prohibited or closely regulated because of restraint of trade and the establishing of monopolistic prices, it is not an anomaly to encourage labour monopolies which, in the case of mass action so frequently operate contrary to the public interest?"

"This whole general problem of labour relations is a very complex one and I would be the first to admit that I do not know the final answer, or if there is a final answer. I am convinced, however, there are some things which merit the serious consideration of government, management and unions and which, if properly dealt with, would go a long way toward improving the general situation."

Points for Government, Management and Labour to Consider

Government.—Mr. Taylor enumerated the following twelve points which, he claimed, governments should consider carefully:—

1. Have labour monopolies developed to a point where regulation is necessary?
2. Is there any justifiable reason why unions and employers should not be equal before the law?
3. How long can governments continue to permit mass picketing and plant seizures by unions?
4. Should sympathy strikes and boycotts be outlawed?
5. The rights of individuals should be recognized in all labour laws.
6. Governments should more clearly exclude from the area of legally required collective bargaining all persons performing managerial or supervisory functions.
7. Governments should exclude from the area of legally required collective bargaining management's right and responsibility to direct and manage the business.
8. Governments should establish the necessary machinery to conduct strike votes, granting the right to vote to all employees affected. No other strike votes should be permitted; in any event they should not be recognized.
9. Governments should prohibit royalties and payroll levies by unions.
10. Governments should make it possible to de-certify a union when the majority of the employees affected no longer desire the union.
11. Governments should continue the present policy of no compulsory arbitration of new issues not covered by a contract.
12. Governments should give greater support to sanctity of contracts and set up effective machinery to enforce the sanctity of contracts.

Management.—The speaker summarized as follows management's part in the improvement of labour—management relations:—

1. Recognizing that employees have the right by law to join a union of their own choosing.

2. Recognizing that collective bargaining is a two-way street.
3. Not practising or in any way permitting discrimination.
4. Avoiding indulging in legal technicalities.
5. Not trying to interfere with the internal workings of a trade union.
6. Not by-passing the union in an organized company by unilateral action on matters properly within the area of collective bargaining.
7. Not unnecessarily prolonging negotiations.
8. Recognizing the right of unions to elect or appoint their bargaining representatives whether or not they are employees.
9. Recognizing the importance of negotiations and assigning this responsibility to senior officials.
10. Seeing to it that foremen and other levels of management are properly trained and equipped to effectively carry out the company's obligations and responsibilities provided for in the collective contract.
11. Recognizing unions for what they are—a device for continuously changing the balance of fundamental economic rights and rewards in favour of workers.
12. Not making grievances or amplifying them unreasonably.
13. Not trying to organize foremen or other levels of management.
14. Not making demands on the basis of ability to pay.
15. Recognizing merit or ability to perform the work in seniority provisions.
16. Avoiding long and repetitious negotiations.
17. Declining to participate in or condone mass picketing, plant seizures, sympathy strikes and boycotts.
18. Avoiding over-emphasis of the importance of uniformity of terms and conditions of employment regardless of other factors.
19. Recognizing that the economic problems of one employer may be similar to but are not necessarily the same as those of a similar industry or the economy as a whole.
20. Recognizing the right of an employee to join a union or not to join a union, as he himself may decide.
21. Recognizing that management must have the right to direct and manage its business and that it properly resists all demands that undermine or challenge the survival of the business.
22. Recognizing completely the sanctity of contracts during the contract term.
23. Accepting responsibility and regulation commensurate with their position in our economy and by not insisting on conciliation and arbitration proceedings unnecessarily.

Labour.—Mr. Taylor claimed that perhaps unions and their leaders have the opportunity of making the greatest contribution towards improved labour-management relations. He set forth the following points:—

1. Not attacking management's good faith and integrity by a misrepresentation of facts and by avoiding slanderous statements about employees and individual members of management.
2. Not making unreasonable and economically unsound demands.
3. Not trying to inject a company's price policy into the area of collective bargaining.

Wage and Salary Control

With a view to stimulating discussion, C. B. C. Scott, Massey Harris Company Limited, Toronto, opened the conference on Wage and Salary Control by reviewing the history of these controls since their inception on November 15, 1941, as adjuncts of Price Controls which had been established two weeks earlier.

At the outset of his address Mr. Scott explained that the first wage control Order, P.C. 8253, "was comparatively simple and provided that no employer could increase the basic scale of wages paid by him at the effective date of the Order, except by permission from the Regional or National Board." The Board, on its side, "could only raise such scale of wages if they found they were low as compared with the rates generally prevailing for the same or substantially similar occupations in the same locality. This Order also made compulsory the payment of a cost of living bonus which had previously been suggested by

"It would be unfair to say that all points I have listed for consideration apply to all managements or all unions. Certainly many managements and some unions are doing a good job on labour relations, but it is my observation there are some who are not and, therefore, attention may properly be directed to the points listed."

the government in P.C. 7440 as a means of keeping wages in line with the cost of living.

"The Order provided that the cost of living would be reviewed quarterly by the National Board and for every increase of one point from one quarter to the next, the cost of living bonus paid to employees would be raised 25 cents per point.

"As the Order itself was very general in its wording, the National Board drew up interpretative rulings which greatly amplified the meaning of the Order. In these rulings it stated that an employer might not decrease his basic scale of wages, while the Order only provided that he must not increase. This Order remained in force until July 10, 1942, when it was superseded by Order in Council 5963. This latter Order was basically the same as 8253, but provided more detailed coverage of the Control as a result of the experience which was gained during the first six months

that Wage Control was in force in this country. This Order did provide a little broader treatment of the wage situation.

"Under these first two Orders there were many applications to the Boards for increases in rates. A great majority of these applications were from employers. As the labour shortage became more acute employers with low or relatively low wages found that they could not either retain their present help or get additional help at the wages being paid. Therefore, there was a constant demand on the Labour Boards to raise wages to the top prevailing in the community.

"In December, 1943, Wage Control was again changed by Order in Council P.C. 9384. This Order tightened up wage increases very considerably and provided that a Board could only increase rates in order to rectify a gross inequality or gross injustice.

"This order also provided that the cost of living bonus be incorporated into basic rates as of February 15, 1944; the assumption here being that the cost of living index had reached its peak and that there would be no further need for increases on this score in wages. At this time the cost of living had increased by 18.4 per cent and the bonus had reached a maximum of \$4.60 per week. This Order did put the clamps on applications to a certain degree and as a result, I would say that the percentage of applications from Unions as against employers, increased very perceptibly.

"On January 31, 1946, the Government, by Order in Council 348, amended the previous Order in Council 9384, governing wage control. This is the Order under which we are operating today.

"By this amendment, the Government eliminated a raise based only on gross inequity or gross injustice and substituted, therefore, the previous basis of increasing rates where they were found to be low in comparison with the rates prevailing in the same or comparable occupations and in the same or comparable locality.

"This Order, however, went further and suggested that Boards might raise rates 'on such other basis and to such extent as in the opinion of the National Board is reasonable in the circumstances and consistent with the maintenance of existing prices of the goods and services which the employer sells'.

"This amendment also provided that certain conditions of labour which previously could not be changed without authorization of the Board, could now be done with direct negotiations between labour and management. These working conditions now eliminated from the Board's jurisdiction were vacations with pay, off shift differentials, employees' pensions, benefit schemes.

"Also, it provided by this Order that on and after June 30, 1946, the provinces will have full jurisdiction with respect to vacations with pay, and hours of work."

Management's Attitude on Current Wage Controls—Turning to the effect of existing controls on the problems of management, Mr. Scott said:

"Now the thought that concerns us most, I am sure, is that in the recent Order which gives the Board authority to increase rates to such an extent as in the opinion of the Board is reasonable, appears to leave the door very wide open. Industry is now being faced with a concerted demand from labour unions for a forty-hour week and a two dollar per day increase in pay, plus other concessions such as an increased holiday schedule, night shift bonuses, etc.

"We are confronted with these demands from labour in spite of the fact that money wages have increased 40 per cent to 50 per cent since 1939, whereas the cost of living has only increased 19.8, and I have figures to show real wages increased in the same period 19.4 per cent" Mr. Scott asserted.

Labour Boards and Organized Labour—Referring to the activities of the War Labour Boards and organized labour's attitude, Mr. Scott stated: "I think it must be admitted that up until now the Labour Boards, generally speaking, have done a very excellent job in keeping wages relatively under control. Certainly it can be said that a better job has been done in this country than in other countries. We are now, however, reaching the critical point and it seems to me that if the lid on wages is removed now, all our labour and sacrifice has been in vain.

"Where do the Labour Boards stand in connection with these demands or in connection with any settlement that the Union and the employer may agree upon? Also, how are the Labour Boards to determine that the wages can be increased and existing prices still maintained?

"We are also faced with a determined effort on the part of the Unions to break or remove the War Labour Boards. It has been stated publicly by some of the labour leaders in this country that they will take any steps that are required to force Labour Boards to agree to the increases which they are demanding, or else to put the Labour Boards out of business altogether. This puts the employer in a most difficult position. He might agree with the Union on an increase of eight or ten cents per hour which would be turned down by the Labour Board and if the Unions follow through on their announced policy, they would then strike, not against the company, but against the decision of the Labour Board.

Salary Control Relatively Simple

With regard to salary control Mr. Scott claimed that it "has been relatively simple as there have been very few changes since Order in Council 9298 froze salaries for employees above the rank of foreman as of November 6, 1941.

"This Order provided that permission must be secured from the Salary Board for the increases in salary of any employee who is ranked above the position of foreman.

"If the total salary, including the increase, was less than \$7,500 per year, it could be put into effect pending the approval of the Minister of National Revenue, but, if it was over this figure, it could not be paid until approval had been received.

"There have been minor changes since the passing of this Order in Council, loosening up the salary regulations slightly. There has, however, been nothing of a major nature, and the tenor and main regulations of the original Order are still in effect.

"It is possible now, however, to get approval of increases in salary up to \$10,000, from local Boards without having to wait for Ottawa's approval which has speeded up the handling of applications for salary increases somewhat.

"Here again the employer is likely to encounter trouble, because if he grants an increase to his employees under the Wage Order, it is obvious that in order to prevent trouble amongst his salaried staff, he must increase them likewise. With the Controls that still exist over salaried people, this is going to make another headache for employers. All this leaves the employer in a most unsatisfactory position", Mr. Scott maintained, and

advanced the following argument to support his claim.

"First of all, he is being asked for wage increases which are not justified on the basis of the increase labour has received during the war years in comparison with the increase in the cost of living.

"Secondly, with the Labour Board and the Price Board operating as two entirely separate entities, he might quite easily find himself paying a wage increase with no offsetting price increase allowed by the Prices Board.

"Thirdly, he may find himself as the pawn in a fight between labour and the government. It would seem, therefore, that the time has come when we should take a position in regard to the situation that is facing us, and I hope, Mr. Chairman, that this brief outline of existing conditions may stimulate discussion."

At the conclusion of Mr. Scott's address, the chairman, Mr. E. R. Complin, raised the question as to the interpretation of the regulations covering hours and wages. "If a firm agrees to shorten the hours but leave the weekly take-home pay the same, will the Board consider it as an hourly wage increase, or will the Board consider it simply a shortening of the hours without a corresponding decrease in weekly earnings?"

Mr. Michael O'Brien, of the Ontario Regional War Labour Board replied that while the problem presented pitfalls, the Board had considerable latitude in deciding what was "fair and reasonable". All the contingent facts were considered "but in general, the Board up until now have been basing their decisions on the hourly rate, rather than on the weekly take-home pay".

Prices and Wages Controls

In the unavoidable absence of the Chairman, S. G. Bennett of Toronto, the Conference on Prices and Wages Controls was presided over by C. B. C. Scott of Toronto, Vice-Chairman.

The opening address, which had been prepared by Mr. Bennett, was read by Mr. Scott. Commencing with the establishment of the Wartime Prices and Trade Board on November 1, 1941, and the enactment of the Maximum Prices Regulations two weeks later, Mr. Bennett traced the application of the controls, up to the removal of price ceilings on specified capital goods on May 1, 1946. He referred in some detail to supplementary war-time regulations providing for overall wage and salary control, the rationing of certain commodities and the setting up of special controls over production, dis-

tribution and manpower. He recalled that the C.M.A., at its 1945 annual meeting, passed a resolution asking the Prices Board, to adopt "a selective type of price control", maintaining controls on consumer goods that affected the cost-of-living index, but allowing price increases on certain specified capital goods. It was urged further at that time, that "the price control policy must be such as to provide an incentive to production". He pointed out that the Board had suspended the imposition of maximum prices on the sales of many luxury goods on February 1 and on specified machinery and other capital equipment on May 1, 1946.

Mr. Bennett referred appreciatively to the results obtained by rigid control of prices in preventing inflation and enumerated some of

the considerations that led up to more recent adjustments.

For example, during the war "the basic criterion in dealing with an application for a price increase" was the current financial position of the firm or industry making the application". Following the conclusion of hostilities this provision was enlarged to take into account "not only current earnings, but prospective earnings."

Again, while maintaining maximum ceiling prices on retail sales, sellers to manufacturers in certain industries, such as the automobile industry, have been allowed to negotiate for

higher prices. The speaker pointed out too, that higher costs in the post-war production of peace-time goods has been offset, in some measure, by the reduction or elimination of certain war excise taxes, removal of some sales taxes and the cancellation of war exchange taxes on imports.

A number of members took part in the discussion that followed Mr. Bennett's address, among them, W. R. Yendall, London; W. S. Beazley, Montreal; C. H. Mitchell, Kitchener; Frank A. Best, Windsor; and F. P. Fowle, Toronto.

Negotiations of Labour Contracts

"No satisfactory labour negotiations can be achieved unless there is extensive pre-negotiation preparation". That was the first postulate laid down by E. C. Burgess in his address on the negotiation of labour contracts. "We must recognize," he continued, that the soil of industrial understanding is cluttered up with the weeds of traditional suspicion, fear and ignorance, fertilized by crack-pot theories".

Having recognized these conditions "the first essential towards reasonable and satisfactory negotiations is a background of months of confidence-building, achieved only by prompt and fair settlement of grievances, a record of undertakings fulfilled and promises made and kept". These things all make for understanding and confidence and "without confidence, understanding and knowledge, labour negotiations become a bitter and costly experience," the speaker declared.

Having established a record of good faith and a feeling of confidence on the part of the workers, the second postulate Mr. Burgess stressed was, "don't underestimate the full-time, paid regional union organizer". Management has a wide range of problems that demand his attention constantly, whereas the union organizer has but one upon which to centre his energies. "All his working hours are devoted to ways and means of getting more and more for his members". Consequently, he comes to the conference table a specialist on one subject.

Next, it is invaluable for management's negotiators "to know everything there is to know about each individual member of the bargaining committee". With such knowledge, management is in a better position to discuss a collective agreement.

Again, it is essential to get all the details of the proposed agreement before commencing discussion of any one of them, the speaker asserted "Don't hurry, don't get mad and don't show fear" when engaged in

collective bargaining, were points emphasized by Mr. Burgess.

The speaker claimed that present-day labour negotiations are more difficult than at any time in the past, due, largely, to the pattern established in the United States. If it is fair for the unions to make demands, it is equally fair for management to make demands as well. "Establish the principle that demands are to work both ways," he urged.

Mr. Burgess concluded: "Knowing Canadian management as I think I do, I do not believe we are going to give up our way of life, for ourselves or our children, without a very great struggle and, as I see it, there is no better way to display that determination than by having a fair and well-conceived approach at the negotiation of an annual labour contract, keeping constantly before all concerned that there cannot be two bosses."

The Foremen's Position in Industry

Introducing the subject, "The Foreman's Position in Industry," C. B. C. Scott, Vice-Chairman of the Conference, declared: "We all know that the foremen are the key-men in any successful plant . . . On the other hand, we see, particularly in the south, across the line, that the foreman is being taken into unions", two facts that help to explain management's interest in the status of foremen.

The opening address was given by E. E. Sparrow, Toronto industrialist, who for a number of years, has taken an active interest in local and in the Dominion Council of Foremen's Clubs. At the outset of his address he said: "I think that a great many management people say, 'Yes, our foremen are a part of management', but forget some very, very important actions that should go along with those words."

"In the first place," he continued, "if they are foremen who have been with you any

length of time, they have had superimposed upon them a personnel department. They have had taken away from them, in many instances, the right to hire and fire. They had many other little points of responsibility reduced. And very few foremen have been told what it is all about."

While frankly admitting that the growth and development of industrial relations and personnel departments in recent years is "a very fine thing," he asserted that "a good many personnel officers have taken upon themselves too many of the foremen's responsibilities, and consequently, your foremen have . . . a complaint."

Mr. Sparrow referred to the camaraderie that goes on between the senior administrative officials "and all the other people in the front office . . . but a good many foremen out in the plant hardly know the president or the general manager." The cause for such a condition lay in the head office. "Unless he is sent for, he (the foreman) hasn't much business coming into head office." The speaker suggested "that foremen, since they are a part of management, should be met by top management in the foremen's departments . . . if you are going to have foremen feel that they are a part of management, you have got to be equally as friendly, equally as prepared to stop and talk to the foremen in the shop, as to your accountant and other officials in the front office, who, by the way, do not rank higher than foremen."

National Employment Service

The "Administration of the Unemployment Insurance Act" was the subject of an address by Mr. G. W. Ritchie, M.B.E., employers' representative on the Unemployment Insurance Commission. He explained that the administration of the Act involved two functions, first, unemployment insurance, with all its problems of coverage, contributions, claims and audits, and secondly, an employment service to find employment for workers so that they would not be under the necessity of applying for benefit. He reminded his audience that the second function assumed great national importance early in the war, when the manpower situation was becoming more and more acute. About that time, National Selective Service was set up in the Department of Labour and became affiliated with the employment service of the Commission. These united services were used for a number of purposes, such as "labour priorities, mobilization surveys, housing surveys, farm labour excursions, special recruiting of labour forces, vet-

Turning to the matter of union agreements, Mr. Sparrow pointed out that possibly seven per cent of industry was unionized before the war, "but now it may run up to twenty per cent." Consequently, "many more foremen are having to learn something about union agreements. But all that they learn about it generally is that an agreement has been reached with an outsider, the union organizer, and that once again their authority is being reduced".

The speaker stated that "firms that are doing the right thing by their foremen are in the habit of calling their foremen together practically every day that the negotiating committee meets with management, in order to keep their foremen posted on the development of the new agreement." They are the men that should know, he claimed, and if they "are a part of management, does it not follow that they should be in a position to speak for management in a critical period?"

Another factor that the speaker touched upon was the proper training of foremen. He was not greatly impressed with the "training within industry", tried out during the war, but he urged that each foreman in turn be "brought in before some member of top management, to sit down in his office and to learn from him exactly what is done—just the way that a lot of us learned, years ago."

Mr. Sparrow referred appreciatively to Community Foremen's Clubs, claiming that they had advantages over the individual company club.

erans' preference, reinstatement of veterans in civil employment and other activities of a labour department nature."

Mr. Ritchie continued: "So when the war ended, and the period for which the control of the Unemployment Insurance Commission was contracted was drawing to a close, the inevitable happened. The Minister of Labour and his deputy felt that it would be very unwise in the country's interest to give up the control of the employment service, which, by the way, had become known by much publicizing, as the 'National Employment Service', though it was not so named under the Act."

Reference was made by the speaker to the amendments made in the Act at the present session of Parliament. "There are two amendments which I would like to discuss with you," he said; (1) the power to pass regulations requiring every employer to advise the employment service of his labour needs, and of his labour separations; (2) the power to pass

regulations requiring every person seeking employment to advise the employment service of their intention."

While admitting that "some employers do not see why such regulations are necessary in

peacetime and....that some employers are not co-operating," Mr. Ritchie asserted that "these regulations would simplify carrying on under the Act certain requirements which are still in force under Order in Council."

Provision of Suitable Employment

Providing an adequate interpretation of the term "suitable employment", has been a difficult problem for administrative officials of the Unemployment Insurance Commission ever since the Unemployment Insurance Act, 1940, came into force.

With a view to clarifying the issue, at least in the minds of employers, the Conference on employer-employee relations included in its program an address by Mr. G. S. Collins, Manager of the Toronto office of the Commission.

After quoting the statutory conditions that relate to "suitable employment", Mr. Collins said:—

The Act is specific, but when you consider our Occupational Dictionary contains about 30,000 job classifications, is it any wonder we ask employers to describe carefully to us the type of person they want us to send to them . . . some employers ask us to send a man and get annoyed when we ask them to describe briefly some qualifications the man should possess.

Such factors as education, experience, type of work, personal characteristics, rate of wages, working conditions, and nature of the employment, have all to be considered by the selection officers of the employment service, if they are to refer suitable applicants to jobs.

Mr. Collins continued: "We have an obligation to the employer and the employee and we must protect the insurance fund". Some of the guiding principles set forth of the Commission help in the constant effort to place people in employment who are drawing insurance benefit. "The task of all concerned is to make certain that the interpretation of this phrase 'suitable employment' is a fair and reasonable one in every case. However, what is fair and reasonable in wartime may not be good practice in the transition period and what is fair and reasonable in the transition period

may again be changed in normal times. Up until the present time the Commission has felt it desirable to build up gradually through the processes authorized by the Act the interpretation of the term 'suitable employment'. However, it feels that now much more definite instructions will be effective".

These have been set up by the Commission and the speaker quoted them extensively. For example, the regulations provide for a grouping of occupations which are similar in many respects. If there are no jobs available in the claimant's usual occupation the order in which employment in other occupations should be offered to a claimant are set out in the following order:—

(1) in the claimant's usual occupation; (2) in the group containing the claimant's occupation; (3) in the claimant's pre-war occupation; (4) in the group containing the claimant's pre-war occupation; (5) in the claimant's secondary occupation (if any); (6) in the group containing the claimant's secondary occupation; (7) or, failing any of these in the nearest related group to (1), (3) and (5) in which there are employment opportunities, or in any other occupation for which the claimant is suited.

Summarizing his presentation Mr. Collins said, "The Unemployment Insurance Act, 1940, does not permit of any definition of the term 'suitable employment'. It must necessarily be the circumstances in each individual case which determine the suitability of employment and while it is possible to outline the general principles . . . nevertheless it is a question of relating these principles to the particular facts that exist in the individual case". He pointed out that appeals can be made from local office decisions to Courts of Referees and from the decisions of these Courts appeals may finally be made to the Empire.

Fire Losses in Canadian Industry

In an address entitled, "Canadian Fire Losses in Industrial and Other Fields", Mr. C. Willis George of Ottawa revealed that "over the last ten years industrial fires have occurred in 12,475 cases, causing a property loss of \$64,800,000." He emphasized the fact that "these staggering figures" do not take into account loss of life, loss of wages by

workers, loss of shipping by transportation companies, nor the loss of revenue by municipal, provincial and federal governments, during the time that the damage to property was being repaired.

Mr. George presented details of the fire losses in manufacturing properties during 1945. "As is to be expected," he said, "the provinces

of Ontario and Quebec, where there is the greatest concentration of industry, led in fire and losses, with 567 fires costing \$3,972,000 in Ontario, and 367 fires costing \$3,789,000 in Quebec. British Columbia came third with 100 fires causing losses of \$435,000. New Brunswick and Nova Scotia had losses of \$391,000 each, from 23 and 63 fires respectively and Alberta, Manitoba and Saskatchewan experienced losses of a little over \$100,000 each. Prince Edward Island had eight fires in manufacturing properties, causing a loss of \$16,000."

Formula on Employer-Employee Relations

Although the statement on labour policy adopted by the convention was published in the July issue of the *LABOUR GAZETTE*, it is being reproduced here for the purpose of recording the proceedings in one issue. The statement termed, "An Approach to Employer-Employee Relations", is as follows:—

The Canadian Manufacturers' Association, Inc., believes a high standard of living for all Canadians to be the chief objective of Canadian industry. The Association believes that a high standard of living in Canada depends upon maintenance of a high level of production.

A high level of production, however, can be maintained only if industry supplies consumers with satisfactory goods at prices which will encourage a high level of consumption both at home and for export. To do this is the prime function of industry.

If this function is to be successfully performed, there must be a fair return in the form of gross earnings from which wages and dividends may alike be paid.

For the successful performance of this function, there must also be suitable plants, equipment and machinery; sound management; and a working force willing and able to perform the many and various duties necessary in modern manufacturing operations.

But even with all these, the successful functioning of industry can be assured only by full and harmonious co-operation between employees and employers.

To promote full and harmonious co-operation, the Association believes that the following principles should govern relations between employees and their employers.

A. Both Employees and Employers Should

(1) Regard continuity and quality of service to the public (the customer), as the first consideration. Upon it depend year-round jobs, good wages, dividends, and the future of industry itself.

To prevent similar losses in future, the speaker urged "eternal vigilance, adequate preventive methods, good housekeeping, proper construction and control, and above all, a recognition of the hazard which exists—always to insure that all the things which *should* be done *are* done". In conclusion, he declared: "We face a challenge. We must accept the challenge and do our utmost to cut down the fearful losses in lives, production and material which we annually experience. It *can* be done and we must do it."

(2) Observe faithfully the provisions of every agreement or undertaking made by them or on their behalf.

(3) Seek constantly to discover methods of increasing production and improving products.

(4) Consider with open minds proposals made by either party to the other, each seeking to understand the other's needs and problems, and constantly bearing in mind that neither can operate without the assistance of the other.

(5) Settle differences by negotiation in good faith without interruption of operations.

B. Employers Should

(1) Provide facilities which will permit efficient and economical production and make all reasonable provision for the safety and health of their employees during the hours of their employment.

(2) Select and develop supervisors who are not only technically competent, but who will deal on a fair and friendly basis with the men and women whom they supervise.

(3) Respect the right of employees to associate freely for all lawful purposes.

(4) Bargain collectively, in cases where representatives have been freely chosen by a majority of the employees affected, on wages, hours of work, and working conditions.

(5) Organize operations with a view to promoting maximum regularity and continuity of employment and consequently maximum stability of income.

(6) Give employees, as far as possible, opportunities to progress within the organization according to ability, experience and merit.

(7) Support and develop good wage standards having regard to all circumstances which are material.

C. Employees Should

(1) Recognize the Employer's right to plan, direct and manage the business.

(2) Perform their assigned duties in an efficient and industrious manner to the best of their ability.

(3) Co-operate freely with management in meeting the many problems in which the employees are concerned.

(4) Conserve and protect the products, plant, equipment and machinery, and respect the

rights, of employers as the owners of the property.

(5) Recognize the right of an individual employee to join or not to join any lawful organization of employees or other citizens without impairing his right to work at the occupation of his choice.

The National Film Board and Labour

SINCE its inception in 1939, the National Film Board of Canada has endeavoured to help the man in the factory in a variety of ways. During the war, films on production problems and workers' morale made their contribution towards the high production level that was achieved. It has been indicated that with the help of training films, the worker's training period can be reduced, while accidents may be lessened with the screening of films on fire and accident prevention and first-aid. Time lost in sickness may be shortened through films on nutrition and health. Films on current social problems, labour relations, and motion economy are found to help working conditions.

Films which go to the workers are directly related to the particular needs of industry and of organized labour. To be of real value, the films must be not only factually correct, but must be produced with the aim of putting across the lesson in understandable, easily-remembered terms. It is essential that they possess the power of stimulating thought, raising questions, and provoking discussion among workers. The showing alone cannot be considered as an end in itself to be of any long-term use, but should be a means of getting workers' participation in figuring out the answers to questions posed by the film.

Discussion trailers, short visuals acted out by union members and workers in a discussion on the film which has preceded it, have been produced by the Film Board to accompany the majority of labour films since 1943.

May, 1942, saw the birth of the National Film Board Trade Union Circuits, under the joint sponsorship of the Trades and Labour Congress, the Canadian Congress of Labour, the National Film Board, and the Worker's Educational Association of Canada. These circuits, which have been described as being "one of the most comprehensive plans worked out in any country in the world for the production and distribution of films as a means of adult education," carried films to working men and women in every corner of the Dominion, reaching a monthly audience of 30,000 trade union members.

At the same time, thousands of men and women in the factories for the past three years have seen films for workers produced by the National Film Board, or in Great Britain, the United States, France, and Russia on the Industrial Circuits of the Film Board. In the first four months of 1945, about 2,000 showings were made to an audience of approximately 270,000 factory management committees and workers. These were made through factory management.

Originally, these circuits were covered by a Film Board projectionist, or field representative, whose job it was to take film and projector into factories and union meetings, give the audience an idea of the film and start the ball rolling in the ensuing discussion. Now, plants and unions are forming Film Councils and training their own men to give projection service and plan film programs. In unions, film stewards, usually members of the union's educational committee, take over the duties of projectionist. Film Councils are making headway in larger urban areas, like Toronto, Winnipeg and Vancouver.

The Councils came into existence through the amalgamation of effort of groups and organizations which felt the need for functional film programs. The first Councils to be formed were Community Film Councils. Service organizations such as the Junior Chamber of Commerce, Kiwanis Club, and the Y.M.C.A. pooled their resources to purchase projection equipment and films, plan programs, and train projectionists.

In some cities, labour and industrial councils were formed independently of Community Councils. The recent trend, however, is for labour and industry to send representatives to sit on the Community Council.

Both labour and industry are finding film showings helpful in stimulating discussion on current labour problems. Workers choose their own films. They are previewed, adjudged and passed by a group of men who form the National Labour Union Film Committee. On the Committee sit representatives from the two Congresses, the Worker's Educational Association, the National Film Board,

and the National Film Society. Films selected by these men are procured and placed in film libraries across Canada by the National Film Board, whence they may be booked by local unions and factories either directly or through the Films Councils.

Promotion and publicity for the monthly shows are supervised by the Committee, as well as program selection, the Congresses working through their local unions, and the Film Board through regional offices.

The National Film Board serves the needs of Labour Film Councils in more ways than film supply. It supplies graphical material in the form of informational displays, posters, illustrated pamphlets, and filmstrips for labour meetings. Some of the recently-distributed filmstrips are "The Saga of 666", and "Svenson's Seniority", which outline the operation of grievance procedure, "Working Together in Canada", and "Orphan Willie". This visual presentation of the worker's problems does much to clarify the questions raised by the film on the same theme.

Film programs are planned so that they will have a close relationship with the educational work of individual labour groups. But while there are films on progressive education, slum clearance, and other social problems as well as world affairs, there are many fields not yet covered. Topics such as collective bargaining, labour economics, and trade union history have not been given film treatment. The Film Board has already produced films like "Labour Front", "Partners in Production", and "A Man and His Job". When the organized labour movement expresses a need and desire for more films, and has worked out methods of distribution, the Board will endeavour to produce films on new labour problems as they arise.

The "Labour Film Handbook" scheduled for publication this Fall, by the Film Board gives complete details on labour films, instructions on program planning, and tells where projection equipment and films may be obtained.

Fatal Industrial Accidents in Canada During the Second Quarter of 1946

THERE were 271 fatal industrial accidents in the second quarter of 1946 according to the latest reports received by the Department of Labour. In the previous three months there were 346 including 17 in a supplementary list. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment as well as fatalities from industrial diseases reported chiefly by Provincial Workmen's Compensation Boards.

The statistics are compiled from reports received from Provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, and from LABOUR GAZETTE correspondents. Newspaper reports are also used to supplement these data.

Several industrial accidents were recorded which resulted in the deaths of three or more persons, as follows. A pressure shift buried four coal miners at Glace Bay, Nova Scotia, on June 15. Three gold miners were killed at Timmins, Ontario, on June 18 when a locomotive plunged down an underground shaft and struck the cage in which they were travelling. The capsizing of a boat at Marathon, Ontario, caused the death by drowning of three labourers on April 7. Six persons engaged in construction and dredging were drowned when a tugboat capsized at Port Weller, Ontario, on June 29. At

Anticosti, Quebec, a barge capsized on June 14 and four men were drowned.

Grouped by industries the largest number of fatalities, 63, were recorded in manufacturing. Of these, 15 were in iron, steel and products, 12 in saw and planing-mill products, and 10 in pulp, paper and paper products. The remainder was distributed among the other manufacturing sub-groups. In the previous quarter 96 industrial deaths were recorded in manufacturing.

Industrial fatalities in transportation decreased to 42 from the 57 recorded in the previous quarter. There were 16 in steam railways, a marked decline from 38 in the previous three months. Fatalities in water transportation numbered 15 as compared with four in the previous quarter.

Of the 37 deaths in the mining group 23 were in metalliferous mining, 10 in coal mining, and 4 in other non-metallic mineral mining and quarrying. In the previous quarter 52 fatalities were recorded in mining, 31 being in metalliferous mining.

The number of fatalities in logging declined from 48 to 19, and in trade from 18 to 13. Slight increases were recorded in agriculture, from 22 to 24, and in service from 20 to 24.

In the construction group were recorded 28 fatalities, of which 17 were in buildings and structures, 7 in miscellaneous construction, and

4 in highway and bridge construction. In the previous quarter 14 deaths occurred in this group, 11 of which were in construction of buildings and structures.

More fatal accidents, 92 in number, were caused during the quarter by moving trains and other vehicles than by any other cause. Deaths from industrial diseases, infections, etc., declined to 55 from 86 in the previous quarter. Falls of persons resulted in 46 fatalities during the quarter while dangerous substances caused 39.

More fatal industrial accidents were recorded in Ontario than in any other province. The number was 139. Of these 43 were in manufacturing, 18 in agriculture, 17 in construction, and 16 in transportation. In British Columbia there were 53 industrial deaths including 11 in transportation and 10 in manufacturing. Quebec registered 23 fatalities and Nova Scotia 14, of which 8 occurred in mining.

Of the total of 271 deaths, 82 occurred in April, 94 in May, and 95 in June.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE SECOND QUARTER OF 1946 BY INDUSTRIES

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....	1			1	18	1		2	1		24
Logging.....		1	1	2	9	1			5		19
Fishing and Trapping.....			5		3				6		14
Mining, Non-ferrous, Smelting and Quarrying.....		8		3	16	1			9		37
Manufacturing.....			4	4	43			2	10		63
Construction.....			1	4	17	1	1	1	3		28
Central Electric Stations.....	1	1			3				1		6
Transportation and Public Utilities.....		3	1	3	16	2	2	4	11		42
Trade.....		1	1	3	4		2	1	1		13
Finance.....											
Service.....			2	3	10		2	2	5		24
Unclassified.....									1		1
Total.....	2	14	15	23	139	6	7	12	53		271

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1946 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....					3								3
Working machines.....		1			1				1				3
Hoisting apparatus (elevators, conveyors, etc.).....				1					1		1		3
Dangerous substances (steam, electricity, flames, explosions, etc.).....	6		1	6	9	3	4	2	4				39
Striking against or being struck by objects.....		2			3	1		1			2		9
Falling objects.....		4		2	7	1		1					15
Handling of objects.....													
Tools.....													
Moving trains, vehicles, watercraft, etc.....	9	4	10	10	11	10		23	5		9	1	92
Animals.....	5							1					6
Falls of persons.....	1	5	1	3	12	10	1	11	1		1		46
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	3	3	2	15	17	3	1	3	1		7		55
Total.....	24	19	14	37	63	28	6	42	13		24	1	271

Publications Received Recently in Library of Department of Labour, Ottawa

THE Library of the Department of Labour was organized in 1900, and is both a reference and a circulating Library. It is maintained by the Department for the purpose of assembling and dispensing or distributing information required on all subjects which affect in any way the labour movement and the laws by which it is governed. These sources include a valuable collection of publications of labour organizations and periodicals published in the interest of organized labour, a collection of books and periodicals and newspapers dealing with economic and social problems, books of reference and volumes on history and law, a comprehensive collection on industrial combinations and related subjects, and all publications of the International Labour Office.

The list that follows is a continuation of those published in the *Labour Gazette* during the first four months of 1945, and in July, 1946. The arrangement of the catalogue has been revised somewhat. Instead of listing the authors first the titles of the publications under the several sub-headings are given the primary position, followed by the names of the authors, and publishers and other relevant details. It is intended that similar lists will be a more or less regular feature in subsequent issues of the *Labour Gazette*.

ACCIDENT PREVENTION:

1. *National Fire Codes for the Prevention of Dust Explosions*, 1943; sponsored by National Fire Protection Association. U.S. Department of Agriculture. Boston National Fire Protection Association, 1943, 160 pp. Superseded by 1944 edition, 176 pp.

2. *Textile Safety Code*; U.S. Bureau of Labor Statistics, Washington, G.P.O. 1930, 11 pp. (Bulletin No. 509. Safety code series).

APPRENTICESHIP:

3. *Carpentry; Apprenticeship Standards*; New Brunswick, Department of Labour. Fredericton, 1945, 13 pp.

4. *Painting and Decorating Apprenticeship Standards*. New Brunswick, Department of Labour. Fredericton, 1945, 13 pp.

5. *Commission Inquiring into Apprenticeship and Related Matters, New Zealand*. Report presented to both Houses of the General Assembly. Wellington, Government printer, 1945, 20 pp.

COMMUNISM:

6. *The Secret Battalion*; an examination of the Communist attitude to the Labour Party, By Harold J. Laski, London Party, 1946, 30 pp.

COAL TRADE:

7. *New Deal for Coal*; by Harold Wilson, London, Contact, 1945. 264 pp. illus. bibliography. A guide to the problems in war and peace including a plan put forward by the Labour Party and the criticism of mine workers.

DISABLED:

8. *Statement before the Subcommittee of the House on aid to the Physically Handicapped*; H.R. 5206, the Federal Aid to the Physically Handicapped Act, April, 1946; by Louis B. Swellenbach, Washington, G.P.O., 1946, 8 pp.

ECONOMIC PROBLEMS:

9. *Labor's Stake in a Free Economy*. An address prepared by Wendell Berge, for delivery at a conference sponsored by the Workers' Educational Service, University of Michigan Extension Division. March 16, 1945. Detroit, 1945.

EDUCATION:

10. *Commission on Higher Education in West Africa*; Great Britain, Colonial Office. Report presented June, 1945. London, H.M.S.O., 1945, 190 pp., diagrs., tables. Cmd. 6655.

11. *Building Crafts, Education for Industry and Commerce*; Great Britain, London, H.M.S.O., 1945, 73 pp. (Pamphlet No. 4).

12. *A Guide to the Educational System of England and Wales*; Ministry of Education, Great Britain, London, H.M.S.O., 1945. 61 pp. (Pamphlet No. 2).

13. *The Nation's Schools, their Plans and Purposes*; Great Britain. London, H.M.S.O., 1945, 30 pp. (Pamphlet No. 1).

EMPLOYMENT:

14. *The Key to Full Employment without Regimentation*; by Eugen Berkovits, in collaboration with George C. Atkins. Toronto, Longmans, Green & Co., 1945, 81 pp.

HOUSING:

15. *U.S. National Housing Agency; 3rd Annual Report*; January 1 to December 31, 1944; Washington, G.P.O., 1945, 215 pp.

INDUSTRIAL RELATIONS:

16. *National Collective Bargaining Policy*; New York, Industrial Relations Counsellors Inc., 1945, 5 pp.

17. *Labour Policy of the Federal Government*, by Harold W. Metz; Washington, D.C., The Brookings Institution, 1945, 284 pp.

18. *Fact Finding in Industrial Disputes*, by Bryce M. Stewart and Walter J. Couper; New York, Industrial Relations Counsellors, Inc., 1946, 61 pp. (Industrial Relations Monograph No. 11).

19. *Nonferrous Metals Fact Finding Board*; U.S. Congress, Department of Labor. Report and recommendations. Washington, Department of Labor, 1946, 84 pp.

INTERNATIONAL LABOUR CONFERENCE:

20. *Report of the Canadian Government delegates to the twenty-sixth session of the International Labour Conference, Philadelphia, April 20—May 13, 1944*. Ottawa, King's printer, 1944.

INTERNATIONAL RELATIONS:

21. *Human Leadership in Industry, the Challenge of To-morrow*; by Sam Adolph Lewisohn New York and London, Harper & Bros. 1945. 112 pp. Newer points of Industrial Relations are stressed.

INSURANCE SOCIAL:

22. *Federal Old-age and Survivors' Insurance*; insurance for workers and their families, U.S. Social Security Board, Washington, G.P.O., 1945, 17 pp. tables.

INSURANCE UNEMPLOYMENT:

23. *Labor looks at Unemployment Insurance*; H. L. McCarthy, comp., report of the conference workshop of organized labor on employment security at the University of Chicago, Chicago, Ill., University of Chicago Press 1946, 40 pp.

LABOUR UNIONS:

24. *The Truth About Unions*, by Leo. Huberman, New York, Phamphlet Press, 1946, pp. illus. diags.

PLANNING:

25. *Political and Economic Planning*; Economic development in S.E. Europe, including Poland, Czechoslovakia, Austria, Hungary, Roumania, Yugoslavia, Bulgaria and Greece; with an introduction by David Mitrany, London, Oxford University Press, 1945; 156 pp. tables.

PRICE CONTROL:

26. *The End of Price Control—How and When?* Committee for Economic Development. A statement on national policy, New York, C.E.D., 1946, 13 pp.

PROFIT SHARING:

27. *Profit sharing and Stock Ownership for Wage Earners and Executives*, by Bryce Morrison Stewart, New York, Industrial Relations Counsellors Inc., 1945, 143 pp. (Industrial Relations Monograph No. 10).

SOCIAL PROBLEMS:

28. *The Social Problems of an Industrial Civilization*, by Elton Mayo; Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1945. xvii, 150 pp. diags.

SOCIAL SECURITY:

29. *Disability among Gainfully Occupied Persons*; an introduction to disability insurance statistics, by I. S. Falk, Barkav S. Sanders and David Federman; Washington, G.P.O., 1945, 60 pp. tables, charts.

30. *Cash benefits under the New Zealand Social Security Program*, by Jacob Fisher; Washington, G.P.O., 1946, 42 pp., tables. (Bureau reports No. 13).

STRIKES AND LOCKOUTS:

31. *Minority conference Wartime Record of Strikes and Lockouts, 1940-1945*. U.S. Congress, Senate. Presented by Mr. Ball; prepared by Rosa Lee Swafford. Washington, G.P.O., 1946, 38 pp., (79th Congress, 2d. session, Document No. 136).

SUPERVISION:

32. *Studies in Supervision*: a series of lectures delivered at McGill University, Montreal, January 30—March 20, 1945. Montreal, McGill University, 1945; ix, 149 pp. tables. (Monograph Series No. 6).

UNEMPLOYMENT:

33. *There's Work for All*; by Michael Young and Therdor Prager, with 14 pictorial charts in colour designed by the Isotypo Institute; 84 photographs. London, Nicholson & Watson, 1943, 123 pp., illus., diags.

Contents: No more dole; The Consequences; Causes of general unemployment. How to deal with general unemployment; Structural unemployment, and the location of Industry; International aspects of full employment; The war and after: Reading List.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA, C.M.G., LL.D.

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLVII]

SEPTEMBER, 1946

[NUMBER 10

Notes of Current Interest

Order in Council governing taking of strike votes under Government supervision

Council P.C. 3689 under the National Emergency Transitional Powers Act, 1945, governing the taking of strike votes under government supervision. Implementation of this specific item of the report was recommended by Hon. Humphrey Mitchell, Minister of Labour. The Order provides that "the Minister of Labour may at the request of either party to an industrial dispute, and if he deems fit, either before or after the strike is in progress, direct that a strike vote be taken under government supervision to determine the wishes of the men affected as to whether the strike will take place or otherwise."

The text of the Order is as follows:

1. In this order, "Minister" means the Minister of Labour.

2. Where in the opinion of the Minister a dispute between an employer and his employees over wages, working conditions or other terms of employment exists which may cause or has caused a strike or other concerted cessation of work in the employer's establishment and in his opinion such strike or other concerted cessation of work or the continuance thereof will interfere with economic stability or the orderly transition to conditions of peace in Canada, the Minister may order a vote by secret ballot to be taken under the direction of the Department of Labour, of the employees involved in the

dispute to determine the views of such employees and any matter involved in or arising out of the dispute.

3. Such vote shall be taken upon such notice and subject to such provisions, conditions, stipulations and restrictions and the ballot shall be in such form, as the Minister may prescribe or direct.

4. Where a vote has been taken under the provisions of this Order, the Minister shall advise the employer and the employees and any interested trade union or employees' organization of the result of such vote forthwith after the vote has been taken and may publish the same in such manner as he sees fit.

5. Where a vote has been ordered by the Minister under the provisions of this Order, the employees and employers who are parties to the dispute and every interested trade union or employees' organization and the officers thereof shall provide or make available to the Minister or to the person designated by him to take the vote, upon request, such assistance, facilities and information as may be deemed necessary by the Minister or by such person for the taking of the vote.

6. Any person who

- (a) refuses or fails to comply with any direction or request made or given by the Minister or any person designated by him under the provisions of this Order, or
- (b) obstructs any person designated by the Minister to take a vote under this Order, in the performance of his duties, or
- (c) seeks by intimidation or violence to prevent any employee from voting on a vote taken under the provisions of this Order.

shall be guilty of an offence and liable upon summary conviction in the case of a corporation, to a fine not exceeding two thousand dollars, or in the case of any other person to a fine not exceeding five hundred dollars or imprisonment for a term not exceeding six months or to both such fine and such imprisonment.

**Summary of
Industrial
Relations
Committee
proceedings**

A summary of the evidence and recommendations of the House of Commons Committee on Industrial Relations, which during July and August conducted an inquiry into the causes of industrial unrest in Canada, with specific reference to the steel strike, is contained elsewhere in this issue.

**Canadian
participation in
World Health
Organization**

The Canadian Parliament has approved the constitution of the World Health Organization, which was drawn up and signed by representatives of fifty-one United Nations at a conference in New York last July.

The World Health Organization is to be brought into relation with the United Nations as one of the specialized agencies referred to in Article 57 of the Charter. Its objective, as stated in its constitution is "the attainment by all peoples of the highest possible standard of health."

The structure of the Organization will comprise (1) a World Health Assembly, consisting of delegates from all the member states, which will meet annually; (2) an executive board, consisting of members from eighteen states; and (3) a secretariat, composed of a Director-General and technical and administrative staff.

(General Brock Chisholm, formerly Deputy Minister of Health in the Department of National Health and Welfare, has been chosen as Executive Secretary of the Interim Commission which is to function until the new organization is formally constituted.)

The World Health Assembly will have power to adopt international conventions or agreements, which, like International Labour Conventions, will come into force upon ratification by the governments of the member states. Each country is required to report within 18 months as to the action it has taken in regard to the convention or agreement. In addition, by the terms of a provision not at present duplicated in the constitution of the ILO, if the country fails to ratify the convention, it must furnish a statement of its reasons for non-acceptance.

Health is defined in the constitution as "not merely the absence of disease or infirmity" but as a "state of complete physical, mental and social well-being". The enjoyment of the highest attainable standard of health is declared to be "one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition."

Among the functions of the World Health Organization, in addition to obtaining international agreements on health matters, will be the following: to promote and conduct research in the field of health; to stimulate and advance work to eradicate epidemic, endemic and other diseases; to provide technical and statistical services; to assist governments, upon request, in strengthening health services; to furnish aid in emergencies; to promote maternal and child health and welfare; to foster activities in the field of mental health, especially those affecting the harmony of human relations; to consider techniques of public health and medical care, including hospital services and social security; to develop, establish and promote international standards with respect to food, biological, pharmaceutical and similar products; and to promote, in co-operation with other specialized agencies where necessary, the improvement of nutrition, housing, sanitation, recreation, economic or working conditions and other aspects of environmental hygiene.

**Employment
and Industrial
Statistics**

The accompanying table contains the latest statistics available reflecting industrial activity in Canada, for certain months in the current year, as compared with the corresponding period in 1945.

The index of industrial employment, published by the Dominion Bureau of Statistics, rose from 169.9 in June to 173.5 in July. An advance of 0.5 points was recorded in the cost-of-living index which was 125.6 at August 1. The index of the physical volume of business rose to 180.3 in July from 178.9 in June.

Employment and Earnings—The resumption of operations in the logging and lumber-using industries of British Columbia following the settlement of the strike was an important factor in the substantial increase in industrial employment at the beginning of July, as reported by the Bureau of Statistics in its latest survey of employment and payrolls. There were moderate advances in the other provinces in spite of strikes in the iron and steel, non-ferrous metal, rubber, textile, fur and other industries. The gain in Canada as a whole was above normal for the time of year, although it was seasonal in character.

Reports from 15,933 employers indicated a combined staff of 1,773,712 persons at July 1, as compared with 1,737,271 at June 1, a gain of 36,441. Based on the 1926 average as 100, the index of industrial employment was 173.5 as compared with 169.9 in the preceding month and 175.5 at July 1, 1945. An increase of 13,000 was recorded in the manufacturing industries at July 1. An addition of 14,700 to the working forces in the lumbering industries

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	August	July	June	August	July	June
Employment—						
Index ¹		173.5	169.9	175.0	175.5	175.3
Applications for employment ² No.		6,173	6,644	8,460	7,416	7,990
Vacancies notified ² No.		6,239	6,745	8,841	7,893	7,908
Placements effected ² No.		3,101	3,117	4,764	4,742	5,064
Unemployment insurance claims..... No.						
Unemployment in trade unions..... %		27,576	30,646	20,557	10,886	10,857
		1.3			0.5	
Earnings and Hours—						
Index, aggregate weekly payrolls ³		141.9	136.6	143.0	144.5	143.3
Per capita weekly earnings..... \$		32.24	31.68	32.09	32.32	32.10
Average hourly earnings..... cents		70.0	69.1	69.5	70.1	70.3
Average hours worked per week.....		42.4	42.0	44.3	44.3	44.3
Prices—						
Wholesale index ¹	109.2	109.5	109.1	104.0	104.0	104.0
Cost-of-living index ⁴	125.6	125.1	123.6	120.5	120.3	119.6
Physical Volume of Business—						
General index ⁴		180.3	178.9	212.7	213.7	219.5
Industrial production ⁴		181.1	179.4	226.5	230.1	236.2
Mineral production.....		155.3	158.7	156.2	160.9	174.6
Manufacturing.....		181.2	181.4	247.6	248.9	252.5
Construction.....		237.0	204.0	150.0	176.7	203.6
Electric power.....		168.2	164.5	154.6	161.3	164.4
Distribution ⁴		178.6	178.0	184.0	179.7	191.0
Carloadings.....		150.7	141.3	141.5	151.2	156.0
Tons carried, freight.....		187.9	193.7	201.8	208.4	235.0
Imports.....		180.4	166.0	153.2	163.0	163.0
Exports.....		195.1	172.3	329.0	307.0	353.8
Retail sales, unadjusted.....		195.5	216.5	178.1	170.5	196.8
Retail sales, adjusted ⁵		212.2	210.5	189.8	189.1	184.2
Wholesale sales.....		249.3	241.0	216.3	203.7	206.9
Other Business Indicators—						
Common stocks, index ⁴	†113.1	119.1	123.3	99.6	100.5	102.5
Preferred stocks, index ⁴		157.5	161.6	137.8	138.0	137.2
Bond yields, Dominion, index ⁴	†84.7	85.1	84.9	94.4	94.6	95.6
Trade, external, excluding gold. \$		352,878,000	326,430,000	423,766,000	424,725,000	473,624,000
Imports, excluding gold. \$		161,615,000	157,658,000	128,134,000	138,681,000	146,479,000
Exports, excluding gold. \$		188,706,000	166,697,000	295,049,000	282,709,000	322,846,000
Bank debits to individual accounts..... \$		5,546,863,000	5,609,420,000	4,726,596,000	5,419,171,000	6,085,574,000
Bank notes in circulation ⁶ \$		988,648,000	1,010,968,000	997,700,000	966,805,000	970,236,000
Bank deposits in savings..... \$		3,410,856,000	3,363,474,000	2,833,187,010	2,741,641,000	2,645,537,000
Bank loans, commercial, etc..... \$		1,190,154,000	1,147,716,000	987,939,000	1,045,674,000	1,109,492,000
Railways—						
Car loadings, rev. freight cars ⁷	281,760	269,186	280,130	274,048	282,076	296,762
Canadian National Railway operating revenues..... \$			27,695,000	33,953,000	35,474,000	35,399,000
operating expenses..... \$			23,445,000	26,454,000	27,233,000	26,843,000
Canadian Pacific Railway traffic earnings..... \$		24,058,000	23,153,000	26,793,000	28,978,000	28,073,000
operating expenses, all lines..... \$		22,568,000	21,720,000	25,977,000	25,082,000	23,421,000
Steam railways, revenue freight in ton-miles.....			4,055,159,000	5,250,968,000	5,692,183,000	5,918,514,000
Building permits..... \$	25,759,000	34,084,000	31,172,000	23,203,000	19,939,000	19,566,000
Contracts awarded..... \$		67,673,000	66,402,000	40,531,000	50,496,000	58,875,000
Mineral production—						
Pig iron..... tons		64,472	129,890	139,812	150,387	159,046
Steel ingots and castings..... tons		135,914	214,861	224,928	229,161	257,115
Ferro-alloys..... tons		11,621	11,668	15,668	15,750	18,473
Gold..... oz.		239,554	234,383	211,754	210,209	212,163
Coal..... tons			1,250,000	1,203,000	1,078,000	1,277,000
Copper..... lb.		31,009,000	30,886,000	39,480,000	42,390,000	44,380,000
Nickel..... lb.		16,241,000	15,189,000	21,992,000	23,894,000	22,644,000
Lead..... lb.		31,660,000	30,928,000	25,128,000	25,605,000	25,176,000
Zinc..... lb.		39,551,000	39,262,000	41,521,000	45,197,000	43,469,000
Timber scaled in B.C..... F.B.M.			104,438,000	261,332,000	231,966,000	297,112,000
Flour production..... bbl.		2,164,000	2,184,000	2,021,000	1,822,000	2,134,000
Footwear production..... pairs		2,991,000	3,655,000	3,246,000	2,701,000	3,287,000
Output of central electric stations..... k.w.h.		3,422,826,000	3,415,306,000	3,237,613,000	3,281,138,000	3,407,170,000
Sales of life insurance..... \$		105,918,000	103,925,000	49,027,000	66,718,000	66,246,000
Newsprint production..... tons		357,027	334,207	287,030	270,640	266,420

† Week ended August 29, 1946.

1 Base 1926=100.

2 Daily averages.

3 Base June, 1941=100.

4 Base, 1935-1939=100.

5 Adjusted, where

necessary, for seasonal variation. 6 Notes in the hands of the public at the end of the month. 7 Figures for four weeks ended August 24, 1946, and corresponding previous periods.

was reported. Large seasonal advances occurred in food and pulp and paper while losses were noted in rubber, iron and steel and textile plants, due partly to industrial disputes.

Among the non-manufacturing industries, improvements were shown in logging, communications, transportation and storage, construction, services, trade and finance. Strikes in metal mines were a factor in a reduction in employment in metallic ore mining but an improvement was noted in mining generally.

Weekly payrolls of eight leading industries rose 3.9 per cent, from \$55,043,483 at June 1 to \$57,192,594 at July 1. The weekly average per employee was \$32.24 as compared with \$31.68 at June 1. Per capita figures at July 1 in previous years were: 1945, \$32.32; 1944, \$31.72 and 1943, \$30.97.

Prices—The general index of wholesale prices (base 1926 = 100) rose to 109.5 in July from 109.1 in June and 104.0 in July, 1945. The indexes for animal and vegetable products increased respectively from 114.2 to 115.7, and from 98.7 to 99.2. Textiles remained unchanged at 98.2 while decreases were noted in wood products, from 131.1 to 130.5, and iron products, from 128.4 to 128.3. Non-ferrous metals increased 2.4 points, from 86.9 to 89.3, while declines of 0.1 points were noted in non-metallic minerals and chemical products. The index of consumers' goods rose from 101.3 to 102.0 and of Canadian farm products, from 112.7 to 113.8; the index of producers' goods, however, declined from 106.2 to 106.0.

The official cost-of-living index, on the base of prices in the years 1935 to 1939 as 100, registered a further advance from 125.1 on July 2 to 125.6 for August 1, 1946. The food index rose from 144.2 to 144.7 reflecting gains for eggs, butter and meats which were not balanced by seasonal declines for vegetables and fruits. Increases in prices of men's wear contributed the major part of a rise in the clothing index from 126.4 to 127.6. Home furnishings and services moved up from 125.1 to 127.0 due chiefly to advances in furniture and chinaware. A slight increase was indicated in the miscellaneous index from 113.7 to 113.8, while no changes were noted in the indexes for rentals and fuel and light which remained at 112.6 and 107.2 respectively. The advance in the general index since August, 1939, was 24.6 per cent.

Index of the Physical Volume of Business—The index of the physical volume of business advanced from 178.9 in June to 180.3 in July, 1946. The index of industrial production gained 1.7 points to stand at 181.1 at July 1. The index of construction rose from 204.0 to 237.0. Moderate declines were noted in mineral production and manufacturing while an im-

provement of 3.7 points was recorded in electric power. The index of distribution based upon railway traffic, internal and external trade increased slightly from 178.0 in June to 178.6 in July. Imports and exports increased 14.4 and 22.8 points respectively.

Labour day message of Minister of Labour

The Hon. Humphrey Mitchell, Minister of Labour, issued the following Labour Day message for 1946: It is now more than a year from the day when a conquered Germany and Japan failed in their war of oppression. But though the fighting in Europe and in Africa and in Asia has been over these many months, we in Canada still have with us the legacy of problems unavoidable following a total war effort.

For almost six years our whole economy either had to be completely changed, or was automatically thrown out of gear by the most destructive war in the history of mankind. It was not to be expected, therefore, that in little more than one year we would return to normal peacetime conditions. It is true we have made much progress in "reconversion", but a very great deal remains to be done.

Nations to which we look as the customers to buy our surplus production are themselves prostrate in many cases. Foreign trade is vitally essential to Canada's economy and high employment and until friendly nations are in a position to buy the commodities which we produce in abundance, we are severely handicapped. Consequently, we must do and are doing what we can to encourage those nations in again re-establishing themselves.

At home many of our wartime shortages persist. No need to dwell upon the fact that houses, that many items of clothing, and that even several items of food are still in short supply.

In some cases our shortages arise out of the continuing difficulties of securing materials from abroad. In other cases the shortages will be overcome only by a more intensive production domestically, a production which had to be interrupted in the interests of waging war.

In this present trying period, when we are endeavouring to re-establish ourselves once again on the domestic front, Canadian labour is a dominant factor. Without the full co-operation of labour we could not succeed just as we could not have shared so effectively in fighting the war of freedom. The core of Canadian labour is strong and sound. Given wise leadership which recognizes not only the rights of labour but also the common good there is no doubt in my mind that trade unionism will

continue to flourish and play a growing part in the general progress of our great country.

One cannot speak of this present difficult period without making some reference to the dangers of inflation which still exist. Inflation is not a bogey, to be used to frighten people into doing what otherwise they did not like to do. It is a real threat that still hangs over our national economy.

We have had price rises in Canada, but prices here are not out of hand. We have seen vastly greater price rises upset the economy of other countries in the past few months. We must continue our resolve not to let it happen here.

Eventually, of course, runaway prices mean unemployment and suffering: as happened in Canada after the first Great War. One of the most serious consequences of inflation is to make wage gains and improvements in working conditions previously secured after so much effort, to be almost totally unreal.

My appeal to the workers of Canada on this 1946 Labour Day is for solidarity in the job of helping our country through this period of reconversion into the happier days of high employment and better living which lie ahead.

Labour day messages by labour leaders Leaders of Canada's two largest labour organizations, Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada and Mr. A. R. Mosher, President of the Canadian Congress of Labour, in Labour Day messages made particular reference to the unsettled conditions in labour-management affairs during recent months.

Mr. Bengough declared that "conditions internationally and locally are in a state of flux with issues beclouded and uncertain . . . When one gets down to the basic reason, we find it is still the fear of insecurity." Answering the question, what do the workers want? Mr. Bengough said: "They want economic and social security. The Canadian worker, able and willing to work, wants an income sufficient to guarantee a good home and a comfortable living for both himself and his family that will free them from the fear of want for the whole of their lives, with an all-embracing scheme of health insurance for all, and a real aged citizens' pension when too old to work."

Mr. Bengough further asserted that "the old worries of getting a job or how long will it last; how are we going to get along if we become ill and have to meet a flock of doctors' bills, to say nothing about what we are going to do when we get old, are still real. We cannot fool ourselves. These are the worries of most people and little has been done so far to rid the people of Canada from their real fears that automatically bring an unsettled state of mind."

In referring to current labour unrest, Mr. Mosher said that "workers do not go on strike and give up their incomes unless they have what they feel to be ample justification for their action. In my opinion," he said, "the attitude of the workers results largely from a feeling of disillusionment and apprehension."

Mr. Mosher recalled that during the war Canadians were promised that "peace would make possible an era of justice and economic security, such as had scarcely been dreamed of in the past." Instead, however, "war workers were laid off in huge numbers without any provision for dismissal pay." Reconversion had been slow, shortages—especially of homes—became aggravated, "unemployment began to increase and the workers became more and more afraid . . ." It is evident, he continued, "that the attainment of higher standards of living depends upon increased production, but it is only when the workers refuse to produce that any attention is paid to their demands." He pointed out that "labour is now an important and integral part of the economic and social structure" not merely "a commodity". In conclusion, Mr. Mosher said: "The future of Canada and of the other nations depends upon the recognition of labour's rights and the sharing of responsibility for the control of both political and industrial affairs with the workers."

Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour, stated that the war had done much to raise the prestige of labour. The colossal growth of unionism had also contributed to labour's increased stature, and was inculcating in the minds of men that the true place of labour is as the equal of capital.

"This equality of rank of capital and labour means that before the distribution of profits and dividends to the shareholders the worker will be assured of receiving a fair wage in return for a reasonable day's work, in surroundings that give him material comfort as well as physical and moral protection."

As an instrument for establishing the right of labour to be on the same plane as capital, Mr. Charpentier urged the establishment in each industry of a national industrial council.

Approval of constitution of UNESCO

International co-operation in intellectual fields is the objective of the United Nations Educational, Scientific and Cultural Organization, whose constitution was recently approved by the Canadian Parliament.

According to the preamble of the constitution, UNESCO was created

for the purpose of advancing, through the educational, scientific and cultural relations of the peoples of the world, the objectives of international peace and of the common welfare of

mankind for which the United Nations Organization was established and which its charter proclaims.

In general the Organization will "promote the free flow of ideas by word and image" and thus foster the mutual knowledge and understanding of peoples.

In the field of education the Organization is to "advance the ideal of equality of educational opportunity without regard to race, sex, or any distinctions, economic or social." It will collaborate with members at their request in the development of educational activities, and will suggest educational methods.

It will encourage the international exchange of persons active in fields of education, science and culture, and the exchange of publications, objects of artistic and scientific interest and other materials of information.

The structure of the Organization, like that of the World Health Organization and the ILO, consists of a general conference which is to meet annually, an executive board, and a secretariat. The distinguished British scientist, Dr. Julian Huxley, has been appointed as secretary.

Describing Canada's obligations in regard to the Organization in the House of Commons, the Acting Secretary of State for External Affairs, Rt. Hon. L. S. St. Laurent, said: "Each Member State is required to make arrangements in accordance with its particular conditions for linking up principal bodies interested in educational, scientific and cultural matters with the work of the Organization. It is suggested that this preferably be done by forming a national commission which would be broadly representative of the Government and such bodies. The national commission or some such body is intended to act in an advisory capacity to the Government and to delegations to the general conference. It is also intended to be a liaison between various educational and cultural organizations and the Government.

"Here in Canada we have not yet determined what form of action we will take to bring the bodies interested in educational, scientific and cultural advancement into relationship with this international organization. In the United States before the adjournment of Congress a bill was adopted and signed by the President providing for the setting up in the United States of a national commission comprising one hundred members. Of course we would not have in contemplation anything as elaborate as that, but because of the jurisdiction of the provinces in matters of education we wish to confer with them as well as with the private organizations that exist for the promotion of educational,

scientific and cultural development. It is desired to have some Canadian body that will be widely representative of the Canadian public and that will be entirely divorced from any partisan political influence, to make this a matter in which all those in Canada interested in educational, scientific and cultural development will feel that they have a part."

Amendments to Combines Investigation Act

Bill No. 193, an Act to Amend the Combines Investigation Act, introduced in the House of Commons by the Minister of Justice on June 5 (L.G. July, 1946,

p. 855) was given third reading by the House of Commons on July 3 on conclusion of debate which began on July 2. The bill was amended during its passage in the House by the removal of a provision which provided that no prosecution could be commenced otherwise than at the instance of the Attorney General of Canada or the attorney general of a province. The effect of the amendment would be to enable any individual to lay an information alleging the existence of a combine.

In the Senate, the bill, following recommendation of the Senate Committee on Banking and Commerce, to which it had been referred for consideration, was amended by qualifying slightly the Commissioner's power to penalize a person for contempt in the course of an inquiry and by extending the power to retain and copy documents required as evidence in an investigation. The Senate did not make certain other changes proposed by the Committee limiting a provision authorizing the Exchequer Court to restrain misuses of patents or trade marks in undue restraint of trade, although one minor change in that provision was adopted.

The bill as amended was given third reading by the Senate on August 8. On August 17 the House of Commons concurred in the amendments made by the Senate, and on August 31 the bill received royal assent.

Industrial Democracy at Work

As a general introduction to the subject of labour-management co-operation, and the contribution that joint labour-management production committees can make to Canada's economic welfare, the Industrial Production Co-operation Board has published an illustrated booklet entitled *Industrial Democracy at Work*.

The booklet explains, through the use of charts, pictures and written text, the various functions that a labour-management production committee can perform, and gives in-

formation on how such a committee may be set up.

Introduced in wartime to examine and consider means to improve and increase production, the committees have met with success sufficient to warrant their continued existence and further development in the years to come, the booklet states, quoting the official declaration of the Canadian Government made at the Dominion-Provincial Conference, of its intention to continue active sponsorship of the committees.

Responsibility for fostering the growth of the committees has been vested in the Industrial Production Co-operation Board, with headquarters at Ottawa, which functions through the use of a field staff and informational material.

**Successful
co-operation
at Cornwall
paper mill**

An account of labour relations at the Howard Smith Paper Mills plant in Cornwall, Ont., forms the subject of *Teamwork in Action*, a recent publication of the

Industrial Production Co-operation Board.

Joint consultation at this plant, the booklet states, "is an outstanding industrial relations 'success story'. Labour-management co-operation on production and plant welfare has developed to a high level. Results of very tangible benefit to production are now commonplace under the plan."

Employees at the plant, who number about 1,000, have been organized since 1937 in two AFL unions, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 338, and the International Brotherhood of Paper Makers, Local 212.

The present agreement, which provides for a union shop, states that its general purpose is in the mutual interest of the employer and employee to provide for the operation of the plant of the Company under methods which will further to the fullest extent, the safety and welfare of the employees and economy of operations, quality and quantity of output, cleanliness of plant and protection of property. It is recognized by this agreement to be the duty of the company and the employee members of the signatory unions to co-operate fully, individually and collectively, for the advancement of said conditions.

The level of enthusiasm and interest in co-operation among the employees at Howard Smith is reported in the booklet to be the fruit of forward thinking on the part of the union leaders and the fair-minded attitude of the resident manager. Collective bargaining relationships and grievance procedures "provide an essential background to the machinery developed for co-operation."

Among the joint committees established in the plant and described in the booklet are the Mutual Interest Board, which discusses educa-

tion, apprenticeship, sports, health, welfare, working conditions, efficiency, and other problems of common interest; the Labour-Management Production Committee, through which workers contribute to plant efficiency by participating in the solution of production problems; the Mill Safety and Accident Prevention Committee, which has enabled the plant to achieve a fine record in accident control; the Safety Box Committee; Job Analysis Co-operation; and the Cafeteria Committee.

**Industrial
reconversion
in selected
industries**

Technical reconversion of Canadian industry from war to peace-time production reached the three-quarter mark during August, a report tabled by the Rt.

Hon. C. D. Howe in the House of Commons, revealed. Prepared by the Economic Research Branch of the Department of Reconstruction and Supply on the basis of a survey conducted in March, 1946, in 643 major plants formerly engaged in war production, it further indicated that, "by the end of the present year reconversion is expected to be about 90 per cent completed and fully accomplished by the spring of 1947."

About half of the plants surveyed indicated that they were embarking on programs of modernization and expansion of their productive facilities. Of these about three-fifths have already completed their plans or expect to do so by the end of the year. A majority of the remainder expect completion in 1947.

The report states that, "in spite of the magnitude of the man-power shift in the first postwar year, that is between June 1, 1945 and June 1, 1946, when approximately 620,000 servicemen had been discharged and 720,000 persons released from war work, the number of unemployed was kept surprisingly low. It never reached more than about 270,000 out of a total working force of close to 4.8 million.

"Three-fifths of the plants that were engaged in reconversion activities were being retarded by various shortages, the most important of these being delays in securing machinery and other equipment. The estimates are subject to correction in the light of development of labour-management relations. Extensive strikes, such as the steel strike, may cause further considerable delays not accounted for in the estimates given.

"The degree to which reconversion was required was greatest among plants formerly engaged in war production but now turning to the production of automobiles, electrical apparatus, boilers and heating equipment, radio and domestic appliances.

"Three-fifths of the total expected increase in employment resulting from the completion

of reconversion, modernization and expansion, was accounted for by the consumers' goods industries.

"Due to the relative importance of the primary textile and clothing industry in that province, the expected increase in employment was highest in Quebec. The expected increase in Ontario was just equal to the over-all average and it was relatively low in the other regions."

The report warns that the findings cannot be regarded as completely representative of the manufacturing industry as a whole unit, but because of a much higher concentration in the producers' goods industry, should be considered as a representative sample for a number of important industries.

Canada's manufacturing industries in 1944

Gross output of manufactured products in Canada during 1944 was valued at \$9,073,692,519 an increase of \$340,831,520 or 3.9 per cent over the 1943 value, according to an advance report on the manufacturing industries of Canada in 1944 by the Dominion Bureau of Statistics.

This increase in value was not due to an increase in the physical volume of production, the report states, but to a rise in the selling value of the products made. The physical volume was actually lower than in 1943, the decline being reflected in a drop of 18,186 or 1.5 per cent in the number of persons employed. Salary and wage payments, however, increased by \$42,328,986 or 2.1 per cent.

Continued expansion of aircraft production resulted in the aircraft industry being the greatest employer of labour in 1944 with 79,572 persons on its payrolls, an increase of 10,043 over 1943. It displaced the shipbuilding industry from the premier position in this respect.

Other industries engaged in war production operated at lower levels during 1944, chief among these being the miscellaneous iron and its products industry with a drop of 11,604 employees, miscellaneous chemical products with 10,991 less, shipbuilding with 8,771 and brass and copper products with 4,266 fewer.

On the other hand, the food-producing industries were more active in 1944. The slaughtering and meat packing industry reported an increase of 5,092 workers, fruit and vegetable preparations 3,474, and miscellaneous foods 1,093. The output of the rubber goods industry, which includes the production of synthetic rubber, also expanded, the number of employees increasing by 5,508.

Manufacturing establishments reporting in 1944 numbered 28,483 and the number of persons employed totalled 1,222,882, of whom 192,558 were classed as salaried employees and

1,030,324 as wage-earners. Male employees declined by 20,040 and female employees were 1,854 higher, the proportion of women workers being 287 out of every 1,000 workers.

Ontario with 38 per cent of the total number of establishments reporting produced over 45 per cent of the entire manufactured output in 1944. Quebec ranked second with 32 per cent and British Columbia third with seven per cent.

Health and death benefit scheme for garment workers

Adoption of a health insurance and death benefit scheme by the Garment Manufacturers Association of Western Canada and the Amalgamated Clothing Workers of America, Local 495 (TLC) was reported recently. The scheme's adoption resulted from a joint committee's unanimous recommendation that this welfare plan be set up for workers in the men's clothing industry in Winnipeg.

It provides for death benefits of \$500, effective from October 1, 1946, and the establishment of a health insurance fund financed by a one per cent gross weekly payroll deduction by the employer and an equal one per cent of weekly pay contribution by union employees. The fund is to be controlled by a Board of Trustees under agreement made with a Winnipeg Trust Company to which the money will be paid. Deductions, contributions, and benefits are to be audited and financial statements distributed annually.

Benefit payments under the insurance provision are not to commence until January 1, 1947, although the first contributions were made on July 1, 1946, in order to establish a fund.

Labour legislation enacted by Parliament in 1946

Elsewhere in this issue (p. 1271) appears a summary of labour legislation enacted by the Parliament of Canada during 1946. The legislation had to do with workmen's compensation for merchant seamen, unemployment insurance, reinstatement in employment, family allowances, housing, and the taxation of co-operatives.

Discharged veterans urged to contact old employers

"The re-absorption of veterans into employment would be much assisted if certain veterans who have never communicated with their pre-enlistment employers would now do so," Hon. Humphrey Mitchell, Minister of Labour, said in a statement issued at the end of August.

The Labour Minister explained that several employers are still holding positions for veterans who left their employ to enlist. No doubt many of these veterans were discharged some time ago, and their period for seeking reinstatement in their pre-service jobs has already expired, but as their employers do not know that the veterans have been discharged, and that they are actually no longer eligible for reinstatement, the employer is still carrying the vacancy thinking that the man may show up at a later date. In most of these cases the veterans are re-established elsewhere. "It would clear some vacancies in employment for other veterans if any dischargée in this category would now inform his pre-enlistment employer that he will not be seeking reinstatement", Hon. Mr. Mitchell said.

The Minister pointed out further that many veterans discharged in recent months are still eligible for reinstatement, and several undoubtedly will be returning to their employers a little later on. "It would assist in stabilizing the employment market if these veterans, still eligible to be reinstated, would let their employer know of their intention to return just as soon as they have made up their minds to do so—even if for any reason they still do not actually go back to work for some days."

The Minister pointed out that in the Reinstatement in Civil Employment Act, a veteran discharged in Canada may apply for reinstatement within three months of his discharge, or if discharged overseas, within four months of the time of discharge from the Forces or from hospitalization immediately following service. In certain cases, where a period of convalescence is required after discharge, there is provision for a six-months' extension to the regular period allowed to a veteran before he reports for his old job, but the veteran should see the National Employment Service, which administers the Act, before he assumes that he is entitled to an extension. The Act covers only persons who were with the employer steadily for three months at least, immediately before enlistment.

The efforts of Canadian employers to provide suitable civilian opportunities for personnel who have returned to their former jobs were praised by the Minister. Many Canadian firms, he said, had adopted detailed programs to facilitate the re-employment of their ex-service personnel. Many of these programs went so far as to set aside jobs for former employees while still in uniform, and this is why it is an assistance in the employment market where a discharged person is no longer eligible for reinstatement to now contact his pre-enlistment employer to make

clear exactly what his present status is, assuming that he has not done so already.

"The purpose of the present appeal", the Minister said, "is to help out the employer who is doing his very best to comply with the Reinstatement in Civil Employment Act. At the same time certain employment vacancies which would be available for other veterans will be cleared once the employer knows where he stands in relation to ex-employees now out of the Armed Services, for whom he is obligated by law to provide jobs, in accordance with the terms of the Act. In the case of those still eligible, who are going to return, the employer will be further assisted by making the necessary provision in their case," Hon. Mr. Mitchell concluded.

Recognition of coal mine foremen in United States

A United States District Court of Appeals has rejected a petition by employers in the coal mine industry to prevent the operation of a collective agreement between the U.S. Government and the United Mine Workers covering foremen in the mines. (L.G., July, 1946, p. 867). The Government has been operating the mines since the termination of a strike last May. The agreement has been approved by President Truman and the National Wage Stabilization Board.

A further development in the issue of foremen's recognition came about when the United States Circuit Court of Appeals in Cincinnati ordered the Packard Motor Car Company, Detroit, to obey a ruling of the National Labour Relations Board to bargain collectively with the independent Foremen's Association of America (L.G., April, 1946, p. 439).

The Packard management was alleged to have been dealing with the organization without officially recognizing it.

Efforts to force recognition of uncertified union held illegal in U.S.

A strike by employees to compel an employer's recognition of their union despite previous certification of a rival union was recently declared illegal by the United States National Labour Relations Board.

The striking employees were discharged after ignoring the employer's offer of reinstatement if they called off the strike. The Board ordered reinstatement without back pay on the grounds that the employer's offer and the subsequent discharge was a discriminatory action. The board majority conveyed the idea that had discrimination not been in evidence the employer would have been legally justi-

fied in dismissing the employees attempting to compel him to disregard another union's certification. The decision represents the first penalization in the United States of discharged employees for efforts to compel violation of a previous certification.

**Employer
interference
in election
ruled unfair
labour practice
in U.S.**

The United States National Labour Relations Board in a majority decision recently ruled that an employer who compelled his employees to assemble and listen to an anti-union speech shortly preceding a collective bargaining election committed an unfair labour practice under the Wagner Act.

The Board majority found that the action of the company, in compelling its employees to listen to a speech of the company president, during which time all plant operation was suspended, did not represent merely an attempt to express the employer's view but was designed "to achieve a restraining and coercive effect upon its employees' free expression of their organizational will", and was "an aggressive campaign against the CIO."

The Board's decision directed the company to cease and desist from: engaging in surveillance; enforcing the rule prohibiting union solicitation on the employees' own time; compelling its employees to listen to speeches relating to self-organization; and interfering with its employees in the exercise of the right to self-organization. Furthermore, the company was directed to mail to each of its employees a copy of a notice which embodied the Board's order.

Involved in the case were the UAW-CIO and the Employees Association Inc. of Clark Bros. Co., Olean, New York, an affiliate of the Confederated Union of America.

**UAW Health
Institute in
Detroit**

The United Automobile Workers (CIO) recently reported on the operation of their Detroit Health Institute for the first six

months of the present year. During the period the institute recorded diagnostic examinations for more than 3,400 persons; health and safety education classes, attended by 1,600; and interviews given to nearly 900 workers suffering from emotional upsets. The institute services locals in Detroit and its surrounding areas. It is financed through a tax of 1½ cents per month per member for locals in the city with a reduction in the rate to outside locals proportionate to their distance from the institute. A registration fee of \$2 per year is required from each member.

The institute gives diagnosis only and makes its records available to the person's family

physician. Where the ailment is found to be caused by an emotional rather than physical condition the case is referred to a practising psychiatrist.

Assistance is derived from nearby universities and the United States Public Health Service. The institute receives financial aid from Detroit's community chest.

The union stated that its institute had made "effective strides towards the general health improvement of its members."

**Professors
study GM
industrial
relations**

The General Motors Corporation in the United States has been host to a selected group of university professors in sociology, labour relations and related fields, invited to study the company's industrial relations set-up and then give the management their opinions on its policies. Each of the men spent a week inspecting individual GM plants. They were first briefed for a day by company officials on the management's approach to industrial relations problems, then assigned to a plant where plant officials answered all their questions and gave them all possible assistance. After the field work the professors met to compare notes and report their findings and recommendations. The company inaugurated the plan in 1945 and has already announced a similar program for 1947.

**Prohibition
of strikes
in Japan**

In a measure designed to curb labour unrest in Japan, General Douglas MacArthur, Supreme Commander for the Allied powers, informed the Japanese Government on August 29 that "strikes, walkouts or other work stoppages which are inimical to the objectives of the military occupation are prohibited".

In particular General MacArthur's order was aimed at threatened strikes of seamen and of government railroad employees, according to the *New York Times*. Objectives of the seamen's union were revised pay rates and limitation of the employers' right of discharge, while railroad workers sought a seven-hour day and the hiring of 30,000 additional workers. The demands are said to be under discussion.

The right of Japanese labour to organize and bargain collectively had been established by an Allied order early in the occupation. In a recent report on the first year of occupation, General MacArthur included the statement that the Japanese citizen now "enjoys the untrammelled right, individually or collectively with his fellow workers, to demand correction of unjust labour practices and conditions".

Department of Labour in Post-War Period

Statement by Minister of Labour Outlines Work of Department

IN presenting the estimates of the Department of Labour in Committee of Supply in the House of Commons on August 30, the Hon. Humphrey Mitchell, Minister of Labour, made the following statement regarding the work of the Department in the post-war period.

Quite largely the estimates of the Department of Labour which are now before the Committee illustrate the problems which we had to face once World War II ended—the training and re-employment of men and women demobilized from the Armed Forces and replacement of many thousands released by munitions plants. We have, too, the still important duty of doing our utmost to meet the labour demands for agriculture—a question of real emergency in view of the grave shortage of food in Europe as well as in Asia.

Reconversion and Rehabilitation

In spite of difficulties, I believe it may be stated that we are moving along very well benefited by the stabilization policy which was introduced the latter part of 1941. The first phase of our national industrial reconversion was passed in January last when all but one-sixth of war work in progress at V-J Day had been terminated. A total of 370,000 persons who had been employed in war plants were laid off after V-J Day and sixty per cent of these were immediately or almost immediately re-engaged for the production of civilian goods in the same plants. There were in all 860,000 persons employed in direct war work at the peak period October 1943. Up to June 30 of this year there had been 883,006 discharged from the Armed Forces.

Through the Veterans' Placement Division of the Employment Service positions were secured for 284,000 ex-servicemen and women during the twelve months ending March 31 last. From April 1 to August 1 there were placed an additional 103,000 ex-service personnel. A considerable number of those released from munitions plants were married women and they did not all become an employment problem because of a preference to devote all their time to home-keeping. In a measure that has been true of some women discharged from the Armed Forces. Many had been married or were married after release and they, too, were not interested in work outside their homes. Under the style "Home Aid

Plan" our Employment Offices are making a special effort to place women and girls in household work provided, however, that pay and conditions of work are fair.

The peak of unemployment was reached in April last when we had 267,000 unplaced applicants, men and women, registered at our National Employment Service offices across Canada. This total included 72,000 former service personnel discharged during March. On August 15, we had 149,000 unplaced persons listed comprising 116,000 men and 33,000 women. It is of interest to note that on the same date there were 68,000 vacancies for males and 44,000 vacancies for females. We have, of course, been doing our utmost to find positions for veterans and former war plant workers. Naturally we are keenly desirous of doing everything in our power for those who served overseas not forgetting those who did such a fine job on the home front during the years of war.

There are regional supervisors of veterans' placement in Moncton, Montreal, Toronto, Winnipeg and Vancouver. Each local office has what is known as an armed forces registration unit to look after veterans in the first instance. Then at all rehabilitation centres maintained by the Department of Veterans Affairs—the Department of Labour has veterans' employment advisers who are doing good work. Where no such centres exist the advisers are stationed in the local employment offices. There is also a special placements division in the Department of Labour giving attention to physically handicapped persons. Some of these are referred for training through the Department's facilities.

In the year ending March 31,—this is important—jobs were found for the handicapped at the rate of 1,250 a month, 25 per cent of them veterans.

I think this is a forward advance in the placement facilities of the Employment Service for the placement of handicapped persons under our jurisdiction.

Twenty-two men and two women with double amputations were satisfactorily placed in positions. The training work of the Department is getting preferential consideration because of the importance of adequately fitting men and women for new types of peace-time work and also to meet a shortage of skilled workers in different vocations.

Training

With regard to veterans, a total of over 76,000 have been enrolled for training up to August 1 of this year with 38,000 undergoing training on that date—and approximately 5,000 others awaiting entry to training. We had 4,000 being trained in schools for the construction and building industries, and in addition more than 3,500 others working as apprentices. Over 10,000 other veterans were being trained for other occupations on the job in industry, that is besides those who have actually been employed in industry. The government subsidizes rates of pay during such training.

Rehabilitation of veterans training is carried on in co-operation with the provinces—the dominion bearing the operating costs. There are centres across Canada to meet area needs and every type of training desired is provided when it is believed that those so trained may speedily be absorbed in the employment stream. Recently I visited the centre at Brockville and I was much impressed by the eagerness of the students and the enthusiasm and ability of the instructors. Another phase of our work is the training of civilian workers released from gainful employment under joint Dominion-provincial plans. Usually such trainees are referred to the centres by the employment offices of the department. Agreements covering this training are in effect with the Provinces of Nova Scotia, Saskatchewan, Alberta and British Columbia. Supplementary to this is the vocational guidance which our employment offices give to young persons seeking their first jobs.

Agreements have been made with all the provinces for vocational education on the secondary school level. The Dominion Government pays \$10,000 a year to each province plus a proportion of \$1,915,000 distributed on the basis of the population 15 to 19 years of age. The latter amount is matched by the provinces. Additionally there is a Dominion grant of \$10,000,000 for capital expenditures, 25 per cent for equipment, to be matched dollar for dollar by the provinces and used by the end of March, 1948.

There are several factors to be considered in connection with employment after a war. We have the large number who were trained for war jobs whose skills are not in general demand for peace-time production. They must readjust themselves to the new work. High war-time earnings in comparison with normal peace-time rates of pay and the indisposition of persons to move from communities in which they have settled to other places where work is available, are other factors. It should be

noted that upward adjustments of pay to compensate for changes in war-time "take-home pay" and reduced weekly hours of work have been put into effect in recent months by a number of industries following approval of War Labour Boards. Re-tooling and re-organization of industry was well advanced up to a few months ago but has lagged because of industrial troubles.

Our latest figures show there were 87,000 working in all branches of mining. Of the number, 26,000 were employed in coal mines where more skilled men could be used now. The base metal mines had 27,000 on their payrolls and the gold mines 22,000 men, a gain of forty per cent since the end of the war. It is expected gold mining will be giving employment to 30,000 men by next autumn and that in mining generally there will be 100,000 working. I would like to see a movement to the mining sections of Canada of persons in centres where there cannot be enough employment to take care of all.

Most of the prisoners of war whose labour was most useful in Canada for several years have been returned to the British Isles. We had thousands of these men engaged in woods operations, largely pulp for paper making. Last winter ten per cent more men were employed in woods operations than the winter before. There is work for more men in this field now but a disinclination to take these jobs is apparent.

The war taught men and women new skills, more self-reliance and self-confidence. It is safe to forecast that new types of manufacture and thus new employment opportunities will come as time goes by.

Farm Labour Program

To maintain the highest possible production of food to assist in relieving the famine areas of the world farm labour agreements again are in effect with the provinces.

In February the Department of Labour sent a letter to farmers urging them to submit their help requirements to the employment offices.

Wages and conditions are more attractive in farming now. There is new and better equipment. Every possible effort is being made to encourage idle industrial workers to take farm jobs.

There will be organized movements of labour for farm work from west to east and east to west. Already the movement to the eastern provinces is under way. An arrangement, previously in effect, is for exchange of workers and equipment with the United States for the harvesters of grain, potatoes and tobacco.

As already announced we are bringing 4,000 farmer Polish soldiers to Canada to work on farms.

Appreciating the importance of the sugar beet industry we were able to retain about 4,000 prisoners of war for this type of work until harvests are over. They are distributed in Ontario, Manitoba and Alberta.

Placements

Referring again to our Employment Service I would like to mention that in Moncton, Montreal, Toronto, Winnipeg and Vancouver we have branches to assist in the placement of persons with executive and professional abilities.

We have found positions for 4,599 in the past year. A considerable number were ex-service personnel.

Under the Reinstatement in Civil Employment Act, between August 1, 1945, and June 29, 1946, or a period of eleven months, 151,000 discharged from the Armed Forces had been reinstated by their former employers. A total of 46,000 eligible did not apply for reinstatement.

The Wartime Bureau of Technical Personnel continues to function as a branch of the Department and the staff is rendering fine service in assisting technicians to find good positions as well as in advising firms of men and women available.

We still have the labour exit permit order in force but mainly it is to control the movement from Canada of these technicians as well as graduate nurses. There are shortages in these fields. Some hospitals, in fact, are much understaffed.

National Selective Service largely is a thing of the past. Remaining regulations require an employer to register a vacancy with local employment offices and to report when an employee has been hired, and the seven days' notice rule for employer and employee. The purpose of this is to have an up-to-date picture of the employment situation.

Wage Control

The Government's price, salary and wage stabilization policy remains effective although modified and subject to further gradual changes. We are anxious to abandon controls as soon as feasible but not until the danger of ruinous inflation is past.

Amendments to P.C. 9384, the Wartime Wages Control Order, now make it possible for the National and Regional War Labour Boards to approve applications for wage increases which are shown as "just and reasonable."

Wage control began on November 15, 1941. To the end of March this year the boards had dealt with 123,500 applications. Eighty-four per cent were granted in full, 10 per cent in part; only 7 per cent denied.

The wage rate index was 137.5 in 1944, compared with the basic figure of 100 for 1939. It was 140.3 in 1945, according to preliminary figures.

Industrial Disputes

The industrial condition as affecting labour has not been good in the past seven months. In 1945, while the number of strikes did not increase over 1944, the number of workers involved did. There were 197 strikes and lock-outs. The majority were settled by conciliation within a few days. Fifty-eight lasted one day, 152 less than five days.

The strike of the Ford Motor Company employees at Windsor involved 10,000 workers and was the most serious in several years.

It lasted from September 12 to December 29, 1945, resulting in 900,000 man-days time loss and more than one million days if the sympathy strike which occurred in Windsor affecting other firms is included.

A total of 150,000 man-days were lost by a strike of coal miners in Alberta and British Columbia.

During the first seven months of the present year we have had 145 strikes involving a time loss of 2,544,581 man-days, of which the most serious were those affecting the British Columbia logging, great lakes shipping, and the rubber industries.

I must say, having in mind the strike of loggers in British Columbia, seamen engaged in great lakes shipping, rubber workers, steel workers and others, that all could have been avoided by the proper use of the existing conciliation and wage control machinery.

An uncompromising attitude on both sides has been responsible for many serious labour troubles leading to unnecessary loss of business to employers and wages to workers.

The Wartime Labour Relations Regulations provided by P.C. 1003, were enacted early in 1944 in order to stabilize industrial conditions. We did not know how long the war would last then.

I shall be having another meeting with the Ministers of Labour of the provinces to discuss future labour relations. Some provinces want a national code; others do not.

As members know, with certain exceptions, labour relations normally come under provincial jurisdiction.

Under the Industrial Production Co-operation Board there are 477 labour management production committees. The plants covered have more than 245,000 workers.

Conscientious Objectors

As of May 1, we had 10,867 men who were exempt from military service on conscientious grounds. Sixty-five per cent were employed in agriculture and on June 27 this year there were seventy-three in four alternative service work camps.

These conscientious objectors contributed more than \$2,300,000 to Canadian Red Cross under arrangements by which part of their earnings were earmarked for Red Cross work.

Japanese

Our Japanese administration work comes under two main headings—repatriation and relocation.

With respect to repatriation, the records show that 6,892 adults voluntarily signed requests for repatriation covering a total of 10,632 persons; while 4,527 adults have requested cancellation of their applications for repatriation, covering also their 1,786 minor children.

I would like to review the situation with respect to compulsory repatriation.

After the Prime Minister on December 17 last explained in this House the purpose and scope of the three Orders in Council dated December 15, 1945, providing for deportation and repatriation of Japanese, strong representations were received not only asking for a review of the program but challenging the validity of the orders.

As a result, the Government in January, 1946, made a reference to the Supreme Court of Canada for an opinion as to whether the orders in council were ultra vires in whole or in part.

The Supreme Court upheld the validity of the orders except as they affected the dependents of deportable persons.

The judgment of the court was not unanimous. At present an appeal to the Privy Council from the Supreme Court ruling is being taken by a committee on behalf of the Japanese. The Government has accordingly considered it advisable to suspend deportation proceedings under the orders in the meantime, but is continuing arrangements for the repatriation of those who wish to go to Japan on a voluntary basis.

Including a sailing on August 2, 3,151 Japanese have left Canada for repatriation to Japan. Hundreds more have expressed a desire to go and they will be accommodated as soon as we can secure another vessel.

Now with respect to relocation, since the beginning of April more than 2,000 Japanese who desired to remain in Canada were moved east for resettlement and employment.

At present there are 21,100 Japanese in Canada, of whom a little less than fifty per cent remain in British Columbia, with the rest about equally divided between the prairies and eastern Canada.

All employable Japanese with a few exceptions are in useful employment on a self-supporting basis at prevailing wages.

It is hoped that relocation will be substantially accelerated by the evidence of increased desire on the part of the Japanese to co-operate, and the growing appreciation by the public of the wisdom of the Government's dispersal program.

An effort is being made to resettle as many as possible in smaller communities and rural areas where they will help to increase production of badly needed farm and forest products, and where the shortage of housing accommodation is not so serious.

Our proposals for this year summarized are:

(1) To repatriate to Japan as soon as possible all those desiring to go voluntarily;

(2) To disperse and resettle across Canada in 1946 those who have proven their firm desire to remain in Canada, by giving them every assistance and encouragement possible, including the progressive relaxation of war-time restrictions;

(3) To delay compulsory deportation until a decision has been handed down by the Privy Council on the appeal, at which time Government policy will be reviewed.

Annuities

The Annuities Act is administered by the Department of Labour. As of March 31, 1946, there were 151,000 active contracts including 450 group plans.

Total premium payments since the act became operative in 1908 amount to \$318,781,000. In the last fiscal year, 25,500 new contracts were recorded and these with previously existing contracts brought in \$46,900,000.

International Labour Organization

Canada, as one of the eight states of chief industrial importance, has a permanent seat on the Governing Body of the I.L.O. This body last met in Montreal in May.

Machinery has been set up for the appointment of international standing committees for seven major industries. This is to enable the I.L.O. to give closer attention to the problem of such industries than is possible at annual general conferences.

Each of these committees is composed of two representatives for the government, two

for the employers and two for the workers, from each of the countries interested in that particular industry.

In December last, Canada participated in meetings held in London of two of these industrial committees, those on coal mining and inland transport. In April and May we took part in meetings at Cleveland and Toledo, Ohio, of the committees on iron and steel production and the metal trades.

We shall be represented on the three remaining committees: the first two of which, the building, civil engineering and public works committee and the committee on textiles, will meet in Brussels in October and November next; and the petroleum production and refining committee, which will probably meet in Peru early next year.

Canada participated in a technical maritime meeting held in Copenhagen last November,

in preparation for the 28th Session of the International Labour Conference which met in Seattle from June 6 to 29 to consider the setting up of international minimum standards for the employment of seamen.

We sent a tripartite delegation to the Third Labour Conference of American States Members of the I.L.O. which was held in Mexico City last April.

In September Canada will be host to the 29th Session of the International Labour Conference, the first of such conferences ever to be held in this country.

I now ask that the following statistical statements be reproduced in *Hansard*:

(1) Cases submitted to the National and Regional War Labour Boards.

(2) Decisions rendered by the National and Regional War Labour Boards.

(3) Wage trends.

NATIONAL WAR LABOUR BOARD

Types of Applications received by the National and Regional War Labour Boards under P.C. 8253, P.C. 5963, P.C. 9384 and P.C. 348—from November 15, 1941, to April 30, 1946

	Wage increase	Cost of living bonus	New positions	Vacation with pay	Welfare plan	Wage incentive plan	Miscel- laneous applications	Totals
National.....C. E.	1,427 595,795	175 76,496	834 64,913	241 324,251	68 21,013	95 13,027	700 422,152	3,540 1,517,647
Prince Edward Island.....C. E.	598 3,786	5 170	173 1,409	..... .....	27 615	8 124	59 928	870 7,032
Nova Scotia.....C. E.	2,764 84,619	161 11,012	718 8,657	69 24,780	132 9,319	29 6,836	192 27,964	4,065 173,187
New Brunswick.....C. E.	2,466 34,399	102 7,184	821 29,609	59 10,597	99 8,167	31 5,374	190 10,602	3,768 105,932
Quebec.....C. E.	13,961 699,282	1,145 260,472	1,805 209,105	1,049 523,297	1,363 493,818	98 14,941	2,381 869,029	21,802 3,069,944
Ontario.....C. E.	18,598 361,076	1,141 137,921	6,633 143,198	1,122 246,625	1,479 166,491	364 35,311	3,789 527,613	33,126 1,618,235
Manitoba.....C. E.	5,501 42,538	171 4,649	2,489 10,344	225 15,276	348 20,184	54 1,394	355 26,367	9,143 120,752
Saskatchewan.....C. E.	7,906 35,038	134 5,149	2,534 11,932	102 2,368	100 6,977	62 2,126	510 17,520	11,348 81,110
Alberta.....C. E.	4,207 44,979	297 14,421	2,384 24,951	108 10,387	267 22,380	41 2,604	590 43,184	7,894 162,906
British Columbia.....C. E.	13,015 132,085	444 15,930	10,376 78,718	661 79,839	515 36,120	77 2,416	2,847 105,022	27,935 450,130
Totals.....C. E.	70,443 2,033,597	3,775 533,404	28,767 582,836	3,636 1,237,420	4,398 785,084	859 84,153	11,613 2,050,381	123,491 7,306,875

C.—Number of cases.

E.—Number of employees.

NATIONAL WAR LABOUR BOARD

Decisions Rendered by the National and Regional War Labour Boards Under P.C. 8253, P.C. 5963, P.C. 9384 and P.C. 948—
From November 15, 1941 to April 30, 1946.

	Granted in full	Granted in part	Denied	Total applications
National.....C. .....E.	2,840 935,958	465 414,069	235 167,620	3,540 1,517,647
Prince Edward Island.....C. .....E.	840 6,753	7 86	23 193	870 7,032
Nova Scotia.....C. .....E.	3,299 98,267	456 31,858	310 43,062	4,065 173,187
New Brunswick.....C. .....E.	3,265 84,115	389 15,327	114 6,490	3,768 105,932
Quebec.....C. .....E.	20,018 2,546,737	688 199,933	1,096 323,274	21,802 3,069,944
Ontario.....C. .....E.	26,552 1,116,000	4,442 317,178	2,132 185,057	33,126 1,618,235
Manitoba.....C. .....E.	8,529 105,896	379 6,880	235 7,976	9,143 120,752
Saskatchewan.....C. .....E.	9,665 65,862	1,243 10,118	440 5,130	11,348 81,110
Alberta.....C. .....E.	6,129 108,583	835 22,758	930 31,565	7,894 162,906
British Columbia.....C. .....E.	22,631 285,532	2,908 70,169	2,396 94,429	27,035 450,130
Totals.....C. .....E.	103,768 5,353,703	11,812 1,088,376	7,911 864,796	123,491 7,306,875

C—Cases. E.—Employees.

WAGE TRENDS

Total Salaries and Wages, Index Numbers of Employment and Index Numbers of Wage Rates in Canada
for the period 1933-1945

	Salaries and wages ¹	Index Numbers	
		Employment ¹ 1926=100	Wage rates ² 1939=100
1938.....	2,449,000,000	111.8	99.6
1939.....	2,540,000,000	113.9	100.0
1940.....	2,860,000,000	124.2	103.9
1941.....	3,530,000,000	152.3	113.1
1942.....	4,233,000,000	173.7	122.5
1943.....	4,790,000,000	184.1	132.8
1944.....	4,983,000,000	183.0	137.5
1945.....	5,007,000,000	175.1	140.3*

* Preliminary figure.

¹ From Dominion Bureau of Statistics. The wage and salary figures do not include payments to the armed forces.

² From Department of Labour. The figures include cost of living payments.

NOTE: The index numbers of wage rates apply to wage rates only, not salaries.

The changes shown by the index numbers of wage rates are not necessarily reflected in the total wages and salaries earned as total earnings are affected also by the changes in the size of the working force (employment index) and by the shift from "short time" in depression years to "overtime" in boom years.

Annual Conference of Canadian Institute on Public Affairs

“ONE year after”, was the general theme of the fifteenth Annual Conference of the Canadian Institute on Public Affairs, held at Geneva Park, Lake Couchiching, August 17-24, 1946. The program was designed to appraise some of the national and international trends in human relationships one year after hostilities ended in the second World War.

Acknowledged authorities presented expositions of such Canadian problems as “Dominion-Provincial relations”; “Canada’s responsibilities in connection with the world food supply”; “national unity”; “municipal government”; “immigration and refugees”; “civil liberties”; “penal reform”; “labour-management relations”; “housing”; and “Canadian music, art and literature”. In like manner, analyses were given of several international issues, as “world security”; “the United Nations’ organization”; “China’s international relations”; “trusteeship and accountability for colonies” and “the evolution of self-government in India”.

The daily round table sessions were led by Mr. J. King Gordon, Managing Editor of *The Nation*, New York; Dr. B. A. Liu of the Chinese Information Office in Canada; Dr. Ralph J. Bunche, Director, Division of Trusteeship, United Nations; Dr. W. R. Dymond of the University of Toronto; and Dr. Martyn Estall, of Queen’s University. Some 300 persons registered for all, or a portion of the Conference. In the main, they came from centres throughout Ontario, with a few from Quebec, the Maritimes and some of the northern United States. The general chairman was Dr. M. W. Wallace, former principal, University College, Toronto.

Interprovincial Relations

Beginning with the discussions of “the Fathers” prior to the confederation of the Canadian provinces, in 1867, Mr. Wilfred Eggleston, Ottawa Editor of *Saturday Night*, presented an historical sketch of Dominion-Provincial relations. He pointed out that the Fathers of Confederation planned a strong federal union and that there “is no historical validity for the ‘compact theory’ of Confederation”, that is, a loose union of sovereign states. To that end, the Fathers devised a financial settlement that they considered to be in keeping with such a federal union, with “the major (financial) load on the central government”.

However, “Canada became a looser federation” than had been intended at the outset, “partly due to Privy Council decisions, partly due to economic, geographical and political factors”, Mr. Eggleston asserted. As a result, the financial settlement between the Dominion and the provinces at Confederation became inadequate and “finally and permanently broke down during the 1930’s”, when the provinces and municipalities were spending perhaps three times as much as the Dominion. For example, expenditure on public welfare increased practically one hundredfold between 1867 and 1930. Originally too, the Dominion had provided for transportation by subsidizing railways, but with the advent of motor transport the provinces had to spend large sums on motor roads. Meantime the Dominion in 1917 had entered the direct taxation field, which had hitherto been a provincial prerogative and during the second world war the precedent of 1917 had been extended.

The Rowell-Sirois Commission had, in its report in 1938, “offered a feasible solution for provincial solvency and went some way toward offering to restore the original conception of the Fathers”, the speaker contended. The stress and strain of the war made necessary centralized fiscal arrangements and caused a postponement of any re-adjustment. While there are strong reasons against undue centralization, Mr. Eggleston held that “if Canada is to deal effectively with her post-war problems, domestic and international, we can’t go back to the paralysis, frustration and drift of the 1930’s”. Further, “we must find a way to reconcile regional and provincial autonomy with the maintenance of an effective nation, not by moving toward a unitary state, but by restoring the strong federal union visualized by the Fathers of Confederation”.

World Food Situation

A “general appraisal” of the world food situation was presented by Mr. George Patterson, Commercial attaché, Canadian Embassy, Washington, while “Canada’s responsibilities and program” with respect to the problem were outlined by Mr. Kenneth W. Taylor, formerly, Co-ordinator, Foods Administration, Ottawa.

Mr. Patterson asserted that in the considered judgment of the World Food and Agriculture Organization (FAO), “a critical

world shortage of the major items of consumption will continue at least until the 1947 crops are harvested". He continued: "Food production in continental Europe, excluding the USSR, will be about 90 per cent of pre-war, in terms of calories. Rice production in the Far East will be below pre-war levels". Moreover, world reserve food stocks had been largely depleted to meet the urgent needs of war-devastated lands following the close of hostilities. Mr. Patterson described the allocation of food products during the war, when the most efficient use of available supplies were of prime importance. Allotments were made to European neutrals under rigid controls. This involved also, efficient utilization of both land and water transport. With the advent of European liberation, the needs of the liberated countries were taken into account. Food was at first distributed by the military authorities under a civil affairs program. Restoration of civil administration in France, Holland, Belgium, Norway and Denmark, which had retained some of their resources, soon enabled them to become measureably self-sufficient as far as food was concerned. For the other war-stricken countries UNRRA had assumed temporary responsibility. Complex financial transportation and organizational problems had been encountered and in a large degree overcome. But the long-term job, Mr. Patterson said, will be directed by FAO.

"Canada's wartime food policy and program may be stated in brief as the maximum achievement of a balanced program of production, a program developed with due regard for our own special requirements, for the most urgent needs of the Allies, and, at a later stage, directed more particularly towards building the foundations of a lasting peace", Mr. Taylor stated. The emphasis changed with circumstances, but was always integrated with the war effort, he continued. "The size of the Armed Forces, the production of war material and the production of food, all were factors to be considered" and in the opinion of the speaker, "Canada probably came as close as any country and closer than most, to achieving a total war effort. . . ."

Mr. Taylor paid tribute to Canadian public servants, notably, the Hon. L. B. Pearson, Canadian Ambassador to the United States, Dr. G. S. Barton, Deputy Minister of Agriculture and Dr. D. B. Finn, Deputy Minister of Fisheries, for work in formulating international food policies. In the matter of food production during the war years, he pointed out that "75 or 80 per cent of the pre-war farm labour force (in Canada) has delivered 140 per cent of the pre-war production, which

is not far short of a doubling of the per capita output of our farmers." He attributed the success that had been achieved to three main factors: "(1) Careful thought and planning of the program as a whole, from the Combined Food Board right through to the country and local committees; (2) fine co-operation and team-work without regard to political or other differences; (3) . . . plain hard work, long hours—winter and summer, hours of extra chores in the early dawn and late in the evening—by a million farmers and their wives from coast to coast."

National Unity

Following an established custom at its annual conferences, the Institute gave consideration to the question of Canadian Unity, which was the subject of an address by Hon. Adelard Godbout, former premier of Quebec. He renewed the plea for better understanding between English and French Canadians and urged all Canadians to become familiar with both languages. He held that narrow provincialism should be discouraged wherever and whenever it discloses itself. He asserted, however, that French Canadians must retain their constitutional rights and claimed that they were not opposed to Commonwealth ties. "If there came a vote between connection with France and England", he said, "I believe the French Canadians would not support a change".

Mr. Godbout suggested that "it might be a good thing to hold Dominion-provincial conferences every ten or twenty years" to consider any constitutional changes that actual experience showed were necessary, or, at all events, were of sufficient importance to warrant consultation between the Dominion and the provinces with a view to possible improvement.

Labour-Management Relations

In outlining the course of studies on "the impact of World War II on labour-management relations", Professor W. R. Dymond, of the University of Toronto, first of all emphasized the point that the full-employment that was characteristic of the wartime economy "induced basic shifts of policy on the part of employers, trade unions and governments."

Following the long period of labour surplus that occurred during the 1930's, employers developed and extended personnel techniques to cope with conditions resulting from extreme labour scarcity. The labour unions on their part greatly extended their membership and, in turn their influence in collective

bargaining, thus materially improving wages and working conditions. It was soon recognized by governments, he observed, that if the nation's manpower was to be effectively mobilized for the war effort, not only was appropriate labour legislation required, but wage controls and the adoption of the principle of selective service were prime essentials.

Assuming for purposes of discussion, that post-war employment would be maintained at a fairly high level, Professor Dymond was of the opinion that employers will be inclined to perfect and extend many of their wartime personnel techniques "as a weapon in the competitive struggle to reduce labour costs". Trade unions on their part "will seek to maintain their wartime organizational gains and advance the economic welfare of their members". He predicted that "governments will have to maintain a considerable degree of intervention in the determination of employer-employee relations, because of the political power of organized labour and the adverse effect of industry-wide strikes on the consuming public."

Professor Dymond contrasted conditions in Great Britain with those in the United States. In the former "a highly developed and long maturing machinery of industry-wide councils and collective bargaining procedure has promoted a peaceful determination of employer-employee relationships". In the United States, on the other hand, it was pointed out that the emphasis was largely on a return to "free competition and a minimum of government control." The recent strikes in major industries, not only showed the growth and power of organized labour, but had forced the government to intervene in disputes where collective bargaining and conciliation procedures had broken down. He claimed that "price and wage controls have been so weakened in the United States that a rapidly developing inflation is likely to have profound effects on the future course of labour-management relations".

As a means of reconciling divergent interests in industrial relations, Professor Dymond suggested "labour-management co-operation and improved techniques of collective bargaining". It is, he said, "equally the responsibility of management and unions to extend and perfect these techniques in the post-war period. . . . A full employment society and industrial peace are indivisible". Governments, on their part must create "a sound legislative framework within which employer-employee relationships can be determined without industrial conflict." This requires provision for "orderly collective bargaining and the introduction by law of adequate minimum labour standards,

and the provision of educational services for unions and managements in the principles of sound industrial relations", Professor Dymond concluded.

Refugee Problem and Immigration

Mr. R. G. Riddell of the Department of External Affairs, Ottawa, and a Canadian representative on the International Commission that studied the refugee problem, asserted that the solution rests a good deal with public opinion. "It is one case where the government can't lead as effectively as public opinion", he claimed. As a result, the development of an informed public opinion is important and desirable. "A typical bureaucrat", Mr. Riddell pointed out, "never saw a displaced person . . . one of the most tragic creatures thrown up by modern war."

The refugees created by the war are "masses of people—not individuals". It is an "international responsibility, not only to find new homes for them but to provide at least some of the rights granted ordinary citizens", Mr. Riddell said.

The principles agreed upon by the Assembly of the United Nations in January, 1946 were: (1) international responsibility for war refugees; (2) no refugee against whom a specific criminal charge had not been laid should be compelled to return to his place of origin. Having adopted these principles, the Assembly then referred the problem to the Economic and Social Council. The latter set up a special committee to deal with refugees and displaced persons. This committee made up of representatives of 20 nations, of which Canada is one, met in London in April and made an appraisal of the problem. "In terms of numbers we may start with an estimated total of three million, one-half of them in the Far East, and the remainder in Europe and the Mediterranean area". Of these, the speaker explained, about 700,000 were pre-war refugees—German Jews and Social Democrats, Spanish Republicans and "Nansen" refugees who were already the charge of other organizations. "This leaves a balance of 800,000 people who make up the new European refugee problem".

Mr. Riddell pointed out that the political and financial phases of the problem were more complicated than the statistical and attempts to clarify some of these will be made by the U.N. General Assembly in September. He pointed out that "Canada has given full support to the organizations which are already caring for refugees. It is one of the few countries, apart from the United States and Great Britain, that has

made a financial contribution of material size to the operations of the Inter-governmental Committee on Refugees. . . . A nation which advocates international action . . . is by implication, itself willing to accept responsibilities and Canada must consider the question of its own contribution. . . ."

"Between 1939 and 1945", Mr. Riddell stated, "about 3,500 persons (classed as refugees) were admitted to Canada with non-permanent status". Since the war, "two other measures have been taken: (1) adjustment of immigration regulations, and (2) the decision to admit 4,000 Poles". The speaker contended, however, that "Canada must consider a long-term immigration policy".

Liberty and the Authority of the State

In discussing the problem of civil liberties in Canada Mr. B. K. Sandwell enumerated "three different ways in which the ordinary liberties of the individual are reduced, without the courts being able to protect them . . ."

"The first, that of passing laws which are in themselves bad is the least common and the least dangerous of the three, because its evils are more readily apparent . . ."

"The second way by bad executive actions taken under powers which in themselves are reasonable and proper (especially if limited to periods of war) is almost impossible to guard against during the actual hostilities, when the executive must inevitably be clothed with powers, which if too closely restricted might be valueless for their proper purposes". Mr. Sandwell continued, "all that we can ask is that the instant all danger from actual (not potential) enemies is at an end, these powers shall be reduced to their lowest terms and as soon as possible withdrawn altogether, and while they are in operation, even in wartime, every use made of

them should be accompanied by the fullest and promptest publicity."

The third way in which ordinary liberties of the individual may be infringed upon, without protection from the courts, the speaker said, was "in bad procedures by authorities which lack the checks and responsibilities of a true court, but nevertheless exercise *quasi-judicial* functions".

Mr. Sandwell quoted extensively from John Stuart Mill's essay on *Liberty* to illustrate the origin and nature of the British conception of civil liberty. He held that the principles propounded by Mill were still applicable in Britain and urged Canadians to withstand any infringement of them.

Other Subjects on Agenda

Other speakers and their subjects included: Mr. J. King Gordon, Managing Editor, *The Nation*, New York, "Problems of World Security". Prof. Humphrey Carver, Research Associate, School of Social Work, University of Toronto, "Analysis of the Housing Problem in Canada". Dr. E. N. Van Kleffens, Netherlands representative on the U.N. Security Council, "The United Nations Organization". Dr. B. A. Liu, Director, Chinese Ministry of Information in Canada, "China's International Relations". Sir Frederick Puckle, British Embassy, Washington, "Evolution of Self-Government in India". Dr. Ralph J. Bunche, Director, Division of Trusteeship, UNO, "Trusteeship and Accountability—the Problem of Colonies". Prof. K. G. Crawford, Director, Institute of Local Government, Queen's University, "Problems of Municipal Government". Messrs. Jean Beaudet, Charles Comfort and W. A. Deacon, "The Creative Arts in Canada". Mr. J. A. Edmison, Executive Secretary, Prisoners' Rehabilitation Society, "Penal Reform".

Housing Program for 1947

MEASURES designed to improve the efficiency of existing housing legislation and ensure implementation of the Government's 1947 housing program through effective channelling of building materials into desired types of housing were recently introduced by Rt. Hon. C. D. Howe, Minister of Reconstruction and Supply.

He said that experience gained in administering the National Housing Act of 1944 (L.G. Dec., 1945 p. 1769) and, transfer of its administration from the Minister of Finance to the Central Housing and Mortgage Corporation prompted the presentation of a bill amending some of the legislation's loan provisions. The amending bill was given first reading in the House of Commons on July 22, and was subsequently passed.

The amendments were designed:

(1) to provide for changes in the administration of the existing housing legislation, consequent rewording of definitions and references throughout the Act;

(2) to provide for His Majesty to join with approved lending institutions in the making of loans for the construction of homes for home owners who have a leasehold interest only in the land upon which the home is to be built and to take security in such form as may be deemed necessary to protect the interest of His Majesty and the lending institution;

(3) to lengthen the period within which a joint loan to home owners may be repaid from twenty years to twenty-five years;

(4) to authorize Central Mortgage and Housing Corporation on behalf of His Majesty to enter into agreements with builders who will undertake to build a specified number of houses to be financed under the National Housing Act, 1944, and to offer each such house for sale first to veterans and then to others at a price not in excess of the selling price fixed in the agreement in consideration for the undertaking of Central Mortgage and Housing Corporation to purchase such houses from the builders within one year from their completion if they have not been sold;

(5) to authorize Central Mortgage and Housing Corporation to make direct loans in outlying areas to borrowers engaged in mining or lumbering, to assist them to provide low or moderate-cost housing for rent or sale to their employees and others in the area of the operations of the borrowers with a view to making possible increased employment in connection with the said operations;

(6) to authorize Central Mortgage and Housing Corporation to hold, operate and manage and lease on terms satisfactory to the Minister, real or personal property owned by His Majesty and made available to the corporation for such purpose, and to authorize the corporation to collect the revenues from such properties and to pay such revenues to the Minister, less expenses incurred in connection with such properties and less such com-

pensation to Central Mortgage and Housing Corporation as may be agreed upon by the Minister;

(7) to provide greater facility for the making of joint loans for the construction on farms.

Program for 1947

At a later date Mr. Howe declared that in order to obtain an objective of 80,000 new homes in the year ending March 31, 1948, the Government was "prepared to take drastic steps to ensure that the 1947 program is not curtailed by lack of materials."

"A large measure of success or failure of the 1947 program will depend upon our having an effective method of channelling building materials into housing of a desirable type, whether it is being built by Government or by private enterprise," he said. "Earnest consideration is now being given to this problem."

Immediate steps to ensure the success of the 1947 program were outlined by the Minister as follows:

1. The Central Mortgage and Housing Corporation, Crown-owned company set up to administer the National Housing Act and make loans for home building, is establishing an organization to look after the 1947 plan.

2. Incomplete 1946 construction is being kept continuously under review by the Corporation, and will receive its assistance to meet material shortages.

3. The Corporation will be talking to proper departments of provincial governments to secure their co-operation, as well as advice and assistance, in reviewing the needs of municipalities.

4. Within the next three months the Government will confer with some 120 municipalities on ways and means of assisting them in their housing problems.

5. Consideration will be given to the portion of the 1947 program which can be started in the Fall of 1946.

Referring to the recent consolidation of all branches of housing sponsored by the Government, Mr. Howe said the new organization is devoting its first energies toward ensuring the fulfilment of the Government's target of 60,000 housing units by March 31, 1947.

"I need hardly point out the seriousness of present strikes", he warned. "Already the construction of houses, and other forms of construction, has been slowed down by the steel and other strikes. If the present situation continues, construction of all kinds will virtually come to an end."

"Even under the best of conditions," continued the Minister, "with the very large number of houses which have been started in the year 1946, there is the likelihood of a large number of these houses being uncompleted at the end of November. Our first effort in any program or plan for 1947 construction must be to take every step to keep to an absolute minimum the carry-over into 1947 of incomplete houses."

The Minister outlined the second part of the program, the making and implementing of a plan for the 1947 construction year.

The 1947 plan is the first part of the five-year program of 480,000 housing units. Steps will be taken to determine optimum distribution of the first target—80,000 units—between metropolitan areas, other urban centres, and rural housing. In the metropolitan areas consideration is to be given to a desirable division between housing for rental and housing for sale. An appropriate division between houses built under Government approved plans and houses built by private enterprise, will also be determined.

Two prime objectives will be kept continuously before the Government housing organization, namely to keep the carry-over of incomplete houses as low as possible, and ensure the construction of 80,000 units in the year ending March 31, 1948. To accomplish this the Minister said he realized any realistic plan or program will be in a continuous state

of revision month by month. Needs will change, as well as methods of implementation. Many problems are involved. One of these is land assembly.

"There is not a plentiful supply of serviced land upon which to build the 1947 program," he said.

As for materials, methods will have to be considered to assure an ample supply, not only in the aggregate, but for housing requirements in each municipality.

At the moment the 80,000-units plan calls for a tentative division of 60,000 units for urban areas and 20,000 units for rural areas. Of this program, perhaps 30,000 units would be of the Government-approved type of projects such as Wartime Housing, Integrated Housing, Housing Enterprises, Emergency Shelter, prefabrication, small holdings under the Veterans' Land Act, and possible insurance company investments under Section 11 of the National Housing Act. Within this number of Government-approved projects, Integrated Housing would extend to perhaps 10,000 units, which are constructed by private builders with priorities being made available.

Admitting the program was ambitious, and one which will require the best efforts of those who participate for its success, Mr. Howe expressed confidence that "a definite plan, the organization to implement it, and the constructive help of all interested in housing needs, can meet our objective."

Films to Assist in Rehabilitation

All citizens' organizations that are actively interested in the successful re-establishment of Canada's veterans may have the assistance of the National Film Board. The Board has produced a series of films designed to convey the importance of the national rehabilitation program to the individual veteran, to industry and to citizens in general. It is hoped also by visual methods to increase public understanding of veterans' problems and the machinery that has been set up to aid in their solution.

In more than 75 Canadian urban centres community film councils have been organized and are ready to give every co-operation to groups wishing to arrange film programs. In each of these centres the local volunteer

projection service can provide the necessary facilities for showing the films.

Film libraries have been set up at several points in each of the provinces where a majority of the films may be secured. The others may be obtained from the National Film Society, 172 Wellington Street, Ottawa, Ontario. With few exceptions, the films are 16mm sound productions in English. The titles have been arranged under the following headings:

- (1) Machinery of Rehabilitation;
- (2) Re-establishment in Industry;
- (3) Agricultural Re-establishment;
- (4) Training Disability Cases;
- (5) Psychiatry;
- (6) Physical Medicine;
- (7) Amputations.

Discontinuance of National Registration

Mobilization Regulations also Revoked

DISCONTINUANCE of National Registration was announced by the Hon. Humphrey Mitchell, Minister of Labour, on August 15, 1946.

The National Selective Service Mobilization Regulations were also revoked on the same date, and the Minister announced that no further court action would be taken against draft delinquents. The military call-up had been suspended since V-E Day.

The text of the Minister's statement to the House of Commons, outlining the uses to which National Registration was put, is as follows:

National Registration

I have to inform the House that under Order in Council P.C. 3449 of August 14, 1946, National Registration has been discontinued as from August 15. It is provided by the same Order in Council that further prosecutions shall not be entered against anyone accused of an infraction under the National Registration Regulations, 1940, nor shall pending cases be proceeded with.

I should like to briefly review the salient features of the Registration when now announcing its termination.

At a time when France had fallen and Great Britain was already being subjected to the most violent action the enemy could put against her, when indeed the shadow of actual invasion over this country appeared to offer some grim prospect of reality, it was agreed that existing data on Canada's human resources was inadequate for total war purposes.

Within two months of the collapse of France all plans had been laid for the national registration of civilian residents of Canada over 16 years of age, and registration was made during August, 1940.

With the assistance of an army of volunteer registrars, forms were completed by 7,862,920 persons—of whom 3,979,680 were males and 3,883,240 females.

Made under the National Resources Mobilization Act, the registration was taken for, and kept up to date by the Department of National War Services, until March, 1942, when it was transferred to the Department of Labour to assist toward wartime control of manpower.

Since 1940 keeping the fundamental data of the registration up to date has involved a total of about eight million changes, including new

addresses, marriages, deaths, corrections, new registrations, and so forth—about the same number as there were persons registered originally.

The data yielded by the registration was used for a variety of purposes, but chiefly for the following:—

- (a) The military call-up for the Army.
- (b) Procurement of skilled workers for essential industries.
- (c) Indexing of technical personnel.
- (d) Listing of doctors and nurses.
- (e) Identification of individuals for a variety of purposes.
- (f) Listing of certain foreign nationals of Allied nations, available for military service under those countries.

I should like to express my own sincere appreciation to the staff engaged on the registration while in the Department of Labour, and to the Postmasters across the country who acted as agents, and without whose assistance the keeping up to date of the registration would have been extremely difficult.

Mobilization Regulations

The same Order in Council, P.C. 3449, revokes the National Selective Service Mobilization Regulations, 1944, as from August 15. Earlier this year the thirteen Mobilization Boards had been dissolved, and the thirteen Registrars' offices across Canada had been closed out. The Order in Council provides that further action will not be instituted in the courts against any offenders under the Mobilization Regulations, nor will court proceedings now pending be proceeded with.

At this point I should like to explain that the action taken now, follows after very strenuous efforts to locate all men of Military Call-up age who could not be found again after first registering. In addition to using the services of the Royal Canadian Mounted Police and other police forces throughout Canada and checking through Government contacts with the population, we have used several established tracing agencies for some years. The various methods used did, of course, succeed in locating many outstanding delinquents, but it is our opinion that the 1,563 who failed to respond to our orders, and who have not yet been traced, could

hardly be located, even through further efforts.

The total of men not yet located has been reduced to 6,553—this out of a grand total of 1,859,811 men dealt with under Mobilization Regulations.

But this number of 6,553 contains mostly men who have left the country, or who apparently are dead, or who registered more than once under assumed names, or are in other unusual categories. The possible delinquents are represented by the figure of 1,563, to which I have referred already. Thus, at most, men not yet located, and thought to be delinquent under the Regulations, represent only one-twelfth of one per cent of the grand total, 1,859,811.

Figures on the Military Call-up were frequently given to the House in the past, so that at this time I think that in addition to the figures I have mentioned already, it is only necessary to mention that somewhat more than 800,000 of the men dealt with under Mobilization Regulations are recorded as in the Armed Services at one time or another.

Originally, of course, the Military Call-up came under the Department of National War Services, but its administration had been

transferred to the Department of Labour at December 1, 1942.

To the members of the judiciary and the other gentlemen who served on the Mobilization Boards, I wish to express my sincere appreciation once again. Their responsibilities were grave, and their duties were onerous. They had to decide between important wartime industries and the urgent need of men for the Armed Services. I suggest that without exception they discharged their duties in a conscientious and fair manner, and that they deserve our gratitude. Also, the Registrars and their staffs deserve credit for the manner in which they carried through their responsibilities.

I am happy that we have reached the day when we are able to dispense finally with these Registrations and Mobilization Regulations, and I am sure that the honourable members will agree with that sentiment. These measures were vitally necessary for war purposes. They helped Canada over many of our manpower difficulties, but they represented one of the features of wartime administration which a democratic public tolerate and even expect, but which the same public very properly feel is not in accord with the peace-time machinery necessary in the Government of a free people.

National Holiday Agreement for British Electrical Workers

The National Joint Industrial Council for the Electricity Supply Industry in Great Britain, representing employers' organizations and trade unions in the industry, concluded on May 7 an agreement, deemed to have come into operation on April 1, which provides for an annual holiday and for certain public holidays for workers in the industry.

The agreement provides for holidays with pay for eligible workers during the "holiday period", from April 1 to September 30, or, if impracticable for employers to arrange holidays within those limits in 1946, from April 1 to October 31.

After 12 months' continuous service, day workers must be allowed an annual holiday of two consecutive weeks during the holiday period, and shift workers, three weeks, of which two consecutive weeks must be during the holiday period. After six months' service, both classes of workers are entitled to one week's holiday during the holiday period. Shift workers with six months' service are entitled to an additional three days, which may be consecutive or not as agreed upon by the employer and worker. Payment to shift workers under the agreement must be calculated on the shift rate.

As regards public holidays, day workers after twelve months' employment, must be allowed with pay the six statutory or public

holidays recognized by the Council, and after six months' service, three of these holidays. If required to work on such a holiday, they must be paid double time.

A worker who leaves his employment must be granted the holidays with pay to which he was entitled on the previous April 1, or payment in lieu thereof, together with any holidays accrued to him pro rata to his completed months of service after that date. A deceased worker's personal representatives must be paid an allowance in lieu of holidays with pay, calculated on the same basis.

Employees receiving sick payment, in accordance with the Agreement made by the National Council on May 31, 1945, must on return to their employment be allowed, at the employer's convenience, the holidays they would have otherwise received. The sick pay scheme noted above, in operation from August 1, 1945, covers workers with one years' continuous service who are recommended for admission to the scheme by a medical practitioner nominated by the employer. To claim sick pay benefits a doctor's certificate must be furnished to the employer not later than the fourth day of illness. No payment is made for the first three days. The plan provides for payment for five weeks at two-thirds normal weekly pay and for a further period of seven weeks at half-pay.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:

Canada Packers Limited, Sydney, N.S., and United Packinghouse Workers of America, Local 268.

Building Products Limited and La Federation Nationale des Travailleurs de la Pulpe et du Papier, Inc.

Imperial Oil Limited and Joint Industrial Council representing the employees of Imperial Oil Limited, at Dartmouth, N.S.

Consolidated Textiles Company Limited, St. Hyacinthe, Que., and La Federation Nationale Catholique du Textile, Inc.

Duplex Textiles Limited, St. Hyacinthe, Que., and La Federation Nationale Catholique du Textile, Inc.

Standard Chemical Company Limited, Toronto, Ont.

Evans Products Limited, and International Woodworkers of America, Local 1-217, Vancouver, B.C.

Lever Brothers Limited and International Chemical Workers' Union, Local 32.

Landis Co-operative Association, Limited, Landis, Sask.

Canadian Brotherhood of Railway Employees and Other Transport Workers and Temiscouata Railway Company.

Acme Steel Company of Canada, Limited, Montreal, P.Q.

International Harvester Company of Canada, Limited, and Local 127, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Re: Canada Packers Limited, Sydney, N.S., and United Packinghouse Workers of America, Local 268

Reasons for Decision

This is a joint appeal from the Findings and Directions of the Regional War Labour Board for Nova Scotia, dated March 18, 1946, and April 12, 1946. The Company and its employees, represented by the UPWA, Local 268, appeal to this Board from that part of the decision of the Nova Scotia Board which refused to permit the Company to pay its hourly-rated employees for statutory holidays, when not worked, and double time for work performed on Sundays except where the work regularly falls on Sundays.

The parties rely heavily on the recommendations made by the Honourable Mr. Justice S. E. Richards on November 2, 1945, in his capacity as an Industrial Disputes Inquiry Commissioner, which recommendations have come to be popularly known as the "Winnipeg Settlement". The "Winnipeg Settlement" contains, inter alia, the following clauses:—

13. *Sundays and holidays.* Double the regular rate shall be paid for work performed on Sunday except where the work regularly falls on Sunday, but if an employee's regular day off falls on a week day he shall be paid double the regular rate if he works on such day off.

14. In respect of six statutory holidays now declared by the law of Canada to be of general observance throughout the Dominion regular hourly paid employees shall be en-

titled to receive pay at their regular rates for the normal hours on each of such days if they do not work, and if they do perform work on any one of such holidays they shall receive pay at double the regular rate for the hours so worked. Regular hourly paid employees shall mean those entitled to guaranteed weekly hours.

15. The statutory holidays to which reference is made above are New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. Of these six named holidays, by local agreement, two holidays other than Thanksgiving Day and Dominion Day may be substituted, and for the purposes of these recommendations be deemed statutory holidays. The companies further undertake that as and when general observance throughout Canada of additional holidays, not exceeding two in number, is restored, these two statutory holidays shall for the foregoing purposes become statutory holidays, and the provisions of this agreement shall apply thereto.

The Company operates more than 100 establishments in Canada. The working conditions recommended in the "Winnipeg Settlement", as hereinbefore set out, have been approved by the other Regional War Labour Boards concerned and it has now become accepted practice in the Company's establishments to pay its hourly-rated employees (approximately 5,000 throughout Canada) for six statutory holidays when not worked, and double time for work performed on Sundays,

except where the work regularly falls on Sundays. It has been represented to the Board that there are only about 7 hourly-rated employees who are employed at the Company's establishment at Sydney, N.S. These employees are thus deprived of the working privileges enjoyed by the other employees in Canada.

The "Winnipeg Settlement" was arrived at largely as a result of negotiations between the Company and its employees. Implementation of the recommendations of the "Winnipeg Settlement" in individual plants is subject to approval by War Labour Boards. Insofar as the recommendations are consistent with the Wartime Wages Control Order, 1943, P.C. 9384, as amended, they merit the approval of War Labour Boards, and, with the exception of this case, such approvals have been obtained. Having regard for all the circumstances leading up to the joint applications

in the present cases, the history of negotiations in arriving at the said working conditions, the general acceptance in the industry of those working conditions, we are of the opinion that it would be fair and reasonable to extend to the Company's hourly-rated employees at Sydney, the same privileges as prevail in the Company's other establishments. The necessity of attaining uniformity in the administration of the Wartime Wages Control Order, 1943, would suggest that such action would be advisable. Under the authority of Section 20 (1) (b) (i) of the Wartime Wages Control Order, 1943, the Company will be authorized to pay for 6 statutory holidays, when not worked, and double time for work performed on Sundays, except where the work falls regularly on Sundays.

The appeal is allowed. Finding and Direction will be issued accordingly.

August 7, 1946.

Re: Building Products Limited, and La Federation Nationale des Travailleurs de la Pulpe et du Papier, Inc.

Reasons for Decision

With leave from the Regional War Labour Board for Quebec, the Company appeals from a decision of that Board dated March 15, 1946. In and by the latter decision, the Quebec Board directed the Company to "grant to its employees having five years or more service, two weeks' vacation with pay".

The policy of the National War Labour Board on the question of vacations with pay is quite clear. This Board, by D.B. 17, has encouraged the implementation by employers of one week's paid vacation. It is a matter of record that many employers have been directed by this Board to give to their employees one week's vacation with pay. Indeed, the Company in the present case was, on a previous occasion, directed by the Regional War Labour Board for Quebec to give to its employees one week's vacation with pay, and this plan is presently in effect. It is not, however, the policy of this Board to direct employers to extend their vacations-with-pay plans beyond that point. This Board has stated its position on this question on many occasions. In *Alberta Nitrogen Products Limited (Calgary) and International Union of Mines, Mill and Smelter Workers, Local 690*, (L.G., November, 1944, p. 1325) the Board said:—

On the matter of holidays with pay, we have in some cases at the request of the employer allowed 2 weeks' vacation with pay

after 5 years' of service or a graduated scale on the basis of one additional day (i.e. additional to the one week under D.B. 17) for each year of service after the first year. But we have never 'legislated' an employer into a vacation plan which went beyond the general terms of D.B. 17.

Again, in *The Thorold Pulp Company Limited, (Thorold, Ontario) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 84* (L.G., April, 1945, p. 471), we stated:—

To dispose of this appeal, we need not examine the merit of the Company's plea, because in any event we would not direct the employer to extend the present plan which appears to be in conformity with D.B. 17.

The Board's policy was also expressed in *Abrasive Company of Canada, Arvida Limited and The International Union of Abrasive Employees, A.F.L., Local Union 23737* (L.G., May, 1945, p. 660):—

It is apparent that the foregoing direction is not in accord with D.B. 17 and with the general policy of the National Board which has been to refrain from directing more than one week's paid vacation.

It follows from the above that we cannot direct the Company to go beyond its present paid vacation plan of one week.

The appeal is allowed.

Finding and Direction will be issued accordingly.

August 8, 1946.

Re: Imperial Oil Limited and Joint Industrial Council representing the employees of Imperial Oil Limited, at Dartmouth, N.S.

Reasons for Decision

The Company and the Council asked the Regional War Labour Board for Nova Scotia to grant the Company authority to pay its Mechanical Department employees of the Imperoyal Refinery, straight time for six statutory holidays, although not worked. The Regional Board dismissed the joint application on the ground that such a condition of employment does not prevail in the Province of Nova Scotia. The Regional Board granted leave to appeal.

The Company operates refineries in several Provinces. Prior to November 15, 1941, it was the established practice of the Company to pay the same wage rates and provide the same working conditions to and for its Mechanical Department employees in those refineries, regardless of where the same are located. The condition of employment involved in this

appeal did not exist prior to November 15, 1941, but has since been approved by War Labour Boards having jurisdiction over the Company's other refineries.

The Regional Board's decision in this case was made under Section 20 (1) (a) of Wartime Wages Control Order, 1943, as amended by P.C. 348. The Company has undertaken that the cost of putting into effect the said condition of employment will not result in any application for an increase in the prices of the Company's goods or services.

In the light of the foregoing, we have come to the conclusion that the Company's request in this case is reasonable and should be approved. The appeal is allowed. A Finding and Direction will issue, giving formal approval to the application with effect from March 20, 1946.

August 8, 1946.

Re: Consolidated Textiles Company Limited, St. Hyacinthe, Que., and La Federation Nationale Catholique du Textile, Inc.

Reasons for Decision

The Federation applied to the Regional War Labour Board for Quebec requesting, (1) increases in wage-rates, (2) a night shift premium of 5 cents per hour and (3) overtime pay at the rate of time and one-half of the regular rate. The application was made to the Quebec Board at the time when the basis for increasing of wage-rates depended upon showing that the increase was necessary "to rectify a gross inequality or gross injustice." The Regional War Labour Board for Quebec concluded that "the wages and working conditions referred to do not constitute a gross injustice or a gross inequality" within the meaning of the Wartime Wages Control Order, 1943, as it then read.

The Federation now appeals to this Board from the decision of the Quebec Board. Section 11 (2) of the Wartime Wages Control Order, 1943, provides that "on any such appeal, the National Board may make the decision or direction which in its opinion, the Regional Board *ought to have made* and the decision or direction of the National Board shall constitute the decision or direction of the Regional Board as if originally made by it." Inasmuch as this Board's decision must be that, which in its opinion, the Regional Board ought to have made, the present appeal must be considered under the "gross inequality or gross injustice" formula. It might be added, however, that regardless of which formula or yard-stick is applied to this case, whether it

be the present yard-stick or the "gross inequality or gross injustice" formula, our decision would be the same.

We cannot overlook the fact that the wage rates presently prevailing in the Company's Plant are extremely low. We are of the opinion that gross inequalities exist in many of the wage rates of the employees concerned. The wage rates requested by the Federation are, generally speaking, quite reasonable and this Board is prepared to direct the company to increase the hourly rates. The effect of such direction will be made known in this Board's Finding and Direction. Where employment in any of the occupational classifications is governed by piece-work, the piece-work rates will be changed so that they will properly reflect the corresponding increases directed for hourly rates.

We are of the opinion that the portion of the Quebec Board's decision dealing with the wage rate for "Weavers" should not be disturbed. The parties should implement the decision of the Quebec Board respecting "Weavers" for a trial period of three months. This will give both the Company and its employees an opportunity to determine the advantages or disadvantages of the new method for production with twelve looms. After the three months has expired, the parties should refer the matter to the Regional War Labour Board for Quebec for final determination. It may well be, that during or after the three months' trial period, the parties may agree, by

negotiation, upon the production method and the wage rate for "Weavers."

With respect to the question of the night-shift premium, it would appear that a premium rate of five per cent appears to be the general practice in the Industry and, therefore, we are not disposed to interfere therewith.

With respect to the question of overtime pay, it has just come to our attention that by Ordinance No. 2, dated August 3, 1946, the

Minimum Wage Commission of the Province of Quebec, under the authority of the Minimum Wage Act (R.S.Q. 1941, C. 164), has ordered an overtime rate to be paid of time and one-half. It becomes unnecessary, therefore, for us to deal with this matter since the Union's request will be satisfied by the said Quebec legislation.

Finding and Direction will be issued shortly giving formal effect to the above.

August 14, 1946.

Re: Duplex Textiles Limited, St. Hyacinthe, Que., and La Federation Nationale Catholique du Textile, Inc.

Reasons for Decision

With the exception of the question of the wage rate for the occupational classification of "Weavers", the decision of the National War Labour Board in this case is the same as the decision in the case of Consolidated Textiles Company Limited, St. Hyacinthe, Que., and La Federation Nationale Catholique du Textile, Inc., and the principles of the decision in this case are similar to those in the case of Consolidated Textiles Limited. It is not

necessary, therefore, to set out in detail the reasons for the Board's decision in this case.

The question of wage rate for the occupational classification of "Weavers" which is referred to in the Reasons for Decision in the case of Consolidated Textiles does not enter into this case.

The appeal of the Federation is allowed in part. Finding and Direction will be issued shortly giving formal effect to the Board's decision.

August 14, 1946.

Re: Standard Chemical Company Limited, Toronto, Ont.

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Ontario dated April 4, 1946. The appeal is limited to that part of the Regional Board's decision which concerns the Company's salesmen.

The Company has supplied us with the names of its competitors. We in turn have ascertained the amounts of salaries which those competitors are paying to their respective

industrial salesmen. We find that the Company's present rates are low in comparison with the rates generally prevailing for industrial salesmen in the localities where the Company's salesmen are employed. To permit the Company to establish rates for its industrial salesmen which will compare with rates paid by the Company's competitors for the same classification, it is necessary to allow the appeal and approve the rates requested.

August 17, 1946.

Re: Evans Products Limited, and International Woodworkers of America, Local 1-217, Vancouver, B.C.

Reasons for Decision

The Union applied to the Regional War Labour Board for British Columbia requesting the said Regional Board (1) to make certain adjustments in wage rates and (2) to direct the Company to abolish the Bodeaux Incentive Plan which is in effect in the Company's plant. By its Finding and Direction of February 9, 1946, the Regional Board directed the Company to make certain adjustments in wage rates for various occupational classifications. The Regional Board declined to direct the Company to abolish its Bodeaux plan.

We have given careful consideration to the wage rates paid in this plant and we are of the opinion that the decision of the Regional Board should not be interfered with. It should also be pointed out that since the Regional Board's decision of February 9, 1946, the employees in this plant have obtained substantial increases in wage rates. It is not considered advisable, therefore, to authorize or direct any further wage increases at the present time.

With respect to the Union's request that the Bodeaux-plan be abolished, this Board is impressed with the fact that the Regional

Board made its decision only after the most careful consideration. In order to determine as to whether or not the plan should be abolished the members of the Regional War Labour Board for British Columbia personally inspected the Company's plant. They had an opportunity of viewing the Company's production process. Apparently they were satisfied that there was not sufficient justification for directing the abolition of the system. No evidence was adduced which would indicate

that the Regional Board acted under any misconceptions. In view of the fact that the Regional Board's judgment was based upon a careful analysis of the situation we are of the opinion that that Board's decision should not be disturbed.

Under the circumstances, therefore, the appeal is dismissed. Finding and Direction will be issued accordingly, giving formal effect to the above.

August 22, 1946.

Re: Lever Brothers Limited and International Chemical Workers' Union, Local 32

Reasons for Decision

In August, 1945, the Regional War Labour Board for Ontario dismissed a joint application by the Company and the Union for approval of an elaborate revision in factory wage rates resulting from job evaluation. An appeal was taken from that decision. The National Board dismissed the appeal because the parties had failed to show that any gross injustice or gross inequality existed in the current rates.

The job evaluation plan called for reductions in wage rates for some occupational classifications, and increases for others. The over-all effect of the plan is to increase the Company's wage bill by six per cent. Incidentally, it should be noted that Wartime Wages Control Order, 1943, as it read in August, 1945, did not provide War Labour Boards with authority to reduce wage rates.

Wartime Wages Control Order, 1943, was amended by Order in Council P.C. 348 on January 31, 1946, with effect from February 15, 1946. Prior to the amendment Boards could increase wage rates only to the extent necessary to rectify a gross injustice or inequality. Section 20 (1) (a) limited Board's powers to that extent. The Section as amended by P.C. 348 read as follow:

20. (1) The National Board may
(a) authorize or direct an employer to increase a single rate or the rates of a range established by him under this Order or by or pursuant to a direction of the National Board for an occupational classification of his employees if and to the extent that the National Board finds that such rate or rates are low in comparison with the rate or rates generally prevailing for the same or comparable occupational classifications in the same locality, or if there is no such occupational classification in that locality, then for the same or comparable occupational classification in a locality which, in the opinion of the Board, is comparable; or may authorize an employer to vary a single rate or the rates of a range on

such other basis and to such extent as in the opinion of the National Board is reasonable in the circumstances and consistent with the maintenance of existing prices of the goods and services which the employer sells;

Boards construed the last part of the quoted provision as meaning that wage rates could be increased notwithstanding that they were not "low". Before authorizing any increases in any such case, Boards obtained from the employer an undertaking to the effect that the increased wage costs resulting would not make it necessary for the employer to increase or obtain permission to increase the price of his goods or services. Further, Boards interpreted the word "vary", as used in the quoted provision, as meaning that the adjustment of wage rates could be down as well as up.

The Company again applied to the Regional Board under the Order as amended by P.C. 348 for approval of the job evaluation plan. On June 5, 1946, the Regional Board dismissed the application but granted leave to appeal.

The Company filed its written undertaking that the increased wage bill which would result from approval of the application in question would not make it necessary for the Company to apply for permission to increase the price of its goods.

We are satisfied that the variations of wage rates as proposed by the Company and the Union are reasonable in the circumstances. The appeal is allowed and the application is approved subject to the condition that employees in those occupational classifications in respect of which wage rates have been reduced will continue to receive the wage rates in effect for that classification prior to the effective date of this decision. The Company may give effect to this decision at any time not earlier than the first payroll period commencing on or after May 6, 1946.

August 22, 1946.

Re: Landis Co-operative Association, Limited, Landis, Sask.**Reasons for Decision**

This is an application for leave to appeal and an appeal from the Finding and Direction of the Regional War Labour Board for Saskatchewan dated May 16, 1946.

The Association applied to the Regional War Labour Board for Saskatchewan for an increase in the wage rate of its Manager. The Regional Board was unable to satisfy itself that the rate presently being paid to the Manager was low in comparison with the rate or rates generally prevailing for the occupational classification in question. We have made inquiries as to the prevailing rates for the occupational classification under consideration and we are of the opinion that the current

rate is not low within the meaning of the Wartime Wages Control Order, 1943, P.C. 9384, as amended by Order in Council P.C. 348.

The record indicates that the Regional Board considered this application several times and there is nothing which might cause us to believe that the Regional Board failed in its appreciation of the facts of the case.

Under these circumstances, therefore, we are unable to accede to the appellant's request.

The application for leave to appeal is allowed but the appeal is dismissed.

Finding and Direction will be issued accordingly.

August 23, 1946.

Re: Canadian Brotherhood of Railway Employees and Other Transport Workers and Temiscouata Railway Company.**Reasons for Decision**

In 1945, the Brotherhood applied to the National War Labour Board requesting, *inter alia*, inauguration of a vacation with pay plan for the Company's employees who were covered by the collective agreement between the Company and the Brotherhood. This Board, in approving this portion of the Brotherhood's request, stated in its Reasons for Decision (L.G., June 1945, p. 824-5) as follows:—

With respect to the request for vacations with pay, we are of the opinion that a plan for one week under the terms and conditions of D.B. 17 should be authorized.

Subsequently, a Finding and Direction was issued by this Board which gave formal effect to this Board's decision. Unfortunately, the said Finding and Direction was couched in terms which did not adequately reflect the Board's decision, as stated above. The relevant portion of the Finding and Direction merely authorized the Company "for the year 1945 to implement a plan of one week's vacation with pay under terms and conditions of the National War Labour Board's Decision Bulletin No. D.B. 17 Supplement." The Company provided vacations with pay for the employees affected during the year 1945 in accordance with the Board's Finding and Direction. However, the Company now states

that this Board's Finding and Direction obliged the Company to give vacations with pay *only for 1945* and not for subsequent years. We are unable to agree with the Company's contention for two reasons. In the first place, it was not the Board's intention to limit the vacations with pay plan only to the year 1945; rather, was it the intention of this Board to establish the vacation with pay plan as a working condition so long as the Wartime Wages Control Order, 1943, P.C. 9384, as amended, continues in effect. In the second place the Company has, pursuant to Finding and Direction of this Board, instituted an annual vacation with pay plan to other of its employees who are not covered by the collective agreement between the Company and the Brotherhood. To deny to the employees affected by this application an annual vacation with pay plan would constitute gross discrimination against them.

In the circumstances, therefore, we direct the Company to inaugurate an annual vacation with pay plan for the employees affected by this application in accordance with the terms and conditions of our Decision Bulletin D.B. 17 Supplement; this Decision to be effective as from January 1, 1946. This will have the effect of continuing the vacation with pay plan instituted by the Company in 1945.

Finding and Direction will be issued accordingly.

August 24, 1946.

Re: Acme Steel Company of Canada, Limited, Montreal, P.Q.**Reasons for Decision**

With leave of the Regional War Labour Board for British Columbia, the above Company appeals from a decision of that Board dated June 17, 1946.

The Company seeks to introduce a new Customers Bonus Plan for its salesman in British Columbia. The Company had such a plan in effect from 1935 to 1942. In 1942, their bonus plan was discontinued and from

1943 to date their salesmen across Canada have been paid a bonus based on the average bonus earned during the four years 1938-1941, inclusive. The bonus plan has now been revised and the Company seeks approval thereof.

It is significant that approval of similar applications was obtained from the Regional War Labour Boards in Ontario and Quebec. Only one employee in British Columbia is affected by the revised plan. The Company predicts, and we consider the prediction to be well founded, that it is not expected that the new plan will result in a higher average bonus payment as prevailed under the old plan.

The Regional Board, in disallowing the application, felt that the proposed plan would decrease the salesman's bonus in respect of the sale of certain of the Company's products. While this may be so we feel that the overall bonus will not involve a decrease in the

salesmen's earnings. The Company contends that the new bonus plan will provide an incentive for its employees in its Sales Department. The Company states that they wish to maintain their previous policy of having a uniform bonus plan for all of their employees in the various areas.

Having regard for the fact that the Company's bonus plan has been approved by the other Regional Boards having jurisdiction over the Company's salesmen and having regard for the desirability of maintaining uniformity in the administration throughout Canada of the Wartime Wages Control Order, 1943, P.C. 9384, as amended, and it appearing that the proposed bonus plan is reasonable we deem it advisable to allow the Company to introduce this plan in British Columbia.

The appeal is allowed. Finding and Direction will be issued accordingly.

August 26, 1946.

Re: International Harvester Company of Canada, Limited, and Local 127, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Reasons for Decision

The Company employs approximately 260 production workers at its Chatham plant. Some of those employees are time rated and others are on piece work rates. The Union is the recognized bargaining agent for these employees.

In November, 1936, all employees received a wage increase of 4 cents an hour. In March, 1937, a further increase of 4 cents an hour was granted. In September, 1943, the Regional War Labour Board for Ontario, authorized the Company to increase all wage rates by 5 cents an hour. The Company paid a cost-of-living bonus equal to 10 cents an hour. The said increases and the cost-of-living bonus were from time to time incorporated into the time rates, but they were not incorporated into the piece work rates. In the case of the piece rated employees, the increases and the cost-of-living bonus, 25 cents in all, did not form part of the basis for the piece work incentive.

Following negotiations, the Company and the Union asked the Regional Board to authorize the Company to adjust the piece work rates to include the aforesaid increase and bonus. The parties also asked the Regional Board to authorize the Company to increase all rates by 10 per cent.

The Regional Board authorized the Company to adjust the piece work rates as requested, but declined to approve the 10 per cent increase, instead a general increase of 5 cents an hour was authorized.

The Union now appeals from the Regional Board's Decision and asks us to approve the joint application. The Company takes what one might describe as a "natural position" in this appeal. It should here be noted that joint applications affecting the Company's three plants in Ontario went to the Regional Board at or about the same time. All three applications asked for the same relief and the Regional Board's Decisions were the same for all. The Company's employees in the Hamilton plants accepted the Regional Board's Decision. The Company's representatives say that it is the established practice of the Company when considering and granting wage adjustments, to apply such adjustments in all its plants. In the circumstances, the Company submits, it could not consistently join in the appeal since the Hamilton employees have accepted the Regional Board's Decisions which affect them.

To put into effect the terms of the agreement made between the Company and the Union, the increases to the time rated employees would range from 6 to 9 cents an hour. In the case of piece work rated employees, the 10 per cent increase in such rates would amount to 7 or 8 cents an hour.

The Company and the Union made what we regard as a reasonable settlement of their differences and in our opinion they should be permitted to give effect to the terms of that settlement. As we understand it, approval of the settlement will stabilize wage rates in the

plant in question for the term of existing collective agreement which expires in July, 1947. In support of this understanding, Mr. Roy Brown, International Representative of the Union, said in part "we feel that if we had the support of this Board on the 10 per cent increase, we could carry through until some time next year before we opened wages again".

The appeal is allowed and a Finding and Direction will issue accordingly.

At the hearing, the Company intimated that if the National Board allowed the appeal in

this case, proceedings would have to be taken to change the Regional Board's Decisions affecting the Hamilton plants. We recognize the force of the Company's argument on this point. The proceedings to which the Company refers may be taken either by way of review by this Board or by way of an application to the Regional Board for reconsideration. The Company may choose its forum as it may be advised.

August 26, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for three days during the month of August. During this period the Board received twelve applications, held six hearings, issued four certificates designating bargaining representatives, rejected four applications, ordered eight representation votes and rendered decisions in four appeal cases.

Certificates Issued

Four applications for certification of bargaining representatives were approved by the Board and certificates issued as below:

(1) Messrs. Harry Davis, T. G. McManus, D. Ferguson and J. A. Sullivan and the Canadian Seamen's Union for the unlicensed personnel employed on the vessels "S/S Cyclo Chief" of Cyclo Chief Limited, Montreal, P.Q., and (2) "S/S Cyclo Warrior" of Cyclo Warrior Limited, Montreal, P.Q.

(3) Messrs. John Beevis, Leopold Fortin, J. A. Noel and G. G. Proulx and the Amalgam-

ated Association of Street, Electric Railway and Motor Coach Employees of America for the employees of the Hull Electric Company, Hull, P.Q., in the classifications of operator, freight conductor, freight motorman, freight brakeman, mail carrier, carpenter, carpenter's helper, pitman, pitman's helper, blacksmith, blacksmith's helper, welder, welder's helper, machinist, armature winder, airbrake apprentice, cleaner, oiler, storekeeper, general maintenance man, track man, flag man, controller troubleman, control lineman and control helper.

(4) Messrs. Austin Smith, Edward Wennerlow and William Foster and the International Longshoremen's and Warehousemen's Union, Local 507, for employees of the Empire Stevedoring Company Limited, Vancouver, B.C., engaged in operations of scaling, washing, cleaning, sweeping, chipping and painting of ships and ships' parts; cleaning of deep tanks, lining and fitting ships for grain; fitting ships for live stock and other commodities; shoring of cargoes and operators of gear and equip-

ment aboard ship only but not including the superintendent, clerical employees, senior foreman and foremen.*

Applications for Certification Rejected

1. *Brotherhood of Railroad Telegraphers, Division No. 43 and Canadian National Railways (Western Region), Winnipeg, Manitoba* (L.G. June, 1946, p. 752). Following an investigation of the application and a public hearing the Board rejected the application for the reason that the confidential and supervisory duties performed by the employees affected are such as to exclude them from the scope of the Wartime Labour Relations Regulations, P.C. 1003.

2. *Brotherhood of Railroad Telegraphers, Division No. 1, and Canadian National Railways (Central and Atlantic Regions), Montreal, P.Q.* (L.G. June, 1946, p. 752). The Board rejected the application for certification following an investigation and a public hearing for the reason that the confidential and supervisory duties performed by the employees affected are such as to exclude them from the scope of the Wartime Labour Relations Regulations, P.C. 1003.

3. *International Longshoremen's and Warehousemen's Union, Local 507, and Alberta Wheat Pool (Elevators Nos. 1 and 2), Vancouver, B.C.* (L.G. July, 1946, p. 902). Following an investigation of the application the Board rejected the application for the reason that it was not supported by a majority of the employees affected as required by the Wartime Labour Relations Regulations, P.C. 1003.

4. *International Longshoremen's and Warehousemen's Union, Local 507, and Pacific Elevators Limited, Vancouver, B.C.* (L.G. July, 1946, p. 902). The Board rejected the application following an investigation for the reason that the application was not supported by a majority of the employees affected as required by the Wartime Labour Relations Regulations, P.C. 1003.

Representation Votes Ordered

1. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ontario.* (L.G. July, 1946, p. 902). Following an investigation of the application and a public hearing, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ontario, was appointed by the Board to act as Returning Officer in a vote of certain clerical employees in freight and yard offices of the Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ontario.

2. *Canadian Seamen's Union and Union Steamships Limited, Vancouver, B.C.* (L.G. July, 1946, p. 902). A vote of the employees affected was ordered by the Board following consideration of the application. The name of the Seafarers' International Union of North America, the intervening organization, will also appear on the ballot. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed Returning Officer to conduct the vote.

3. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company, Saskatoon, Saskatchewan.* (L.G. July, 1946, p. 902). Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Manitoba, was appointed Returning Officer by the Board to conduct a vote of the clerks, excluding the assistant chief clerk and the superintendent's stenographer, in the superintendent's office of the Canadian Pacific Railway Company, Saskatoon, Saskatchewan, to determine whether or not the employees concerned desired the Brotherhood to elect or appoint bargaining representatives on their behalf.

4. *International Longshoremen's and Warehousemen's Union, Local 507, and Searle Grain Company Limited, New Westminster, B.C.* (L.G. July, 1946, p. 902). Following an investigation of the application Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed by the Board to conduct a vote of the employees, exclusive of office and supervisory staff, of the Searle Grain Company Limited, New Westminster, B.C.

5. *Canadian Seamen's Union and Gulf and Lake Navigation Company Limited, Montreal, P.Q.* (L.G. August, 1946, p. 1051). Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., was appointed Returning Officer by the Board to conduct a vote of the unlicensed personnel employed on vessels of Gulf and Lake Navigation Company Limited, Montreal, P.Q. The name of the National Seamen's Association of Canada, the intervening union, will also appear on the ballot.

6. *Canadian Seamen's Union and Keystone Transports Limited, Montreal, P.Q.* (L.G. August, 1946, p. 1051). Following an investigation of the application the Board appointed Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., Returning Officer to conduct a vote of the unlicensed personnel employed on vessels of the Keystone Transports Limited, Montreal, P.Q. The name of the applicant union as well as the name of the intervening union, the National Seamen's Association of Canada will appear on the ballot.

7. *International Longshoremen's and Warehousemen's Union, Local 507, and Canadian*

*Following investigation of the application.

Stevedoring Company Limited, Vancouver, B.C. (L.G. August, 1946, p. 1051). Following consideration of the application for certification of bargaining representatives submitted by Local 507, International Longshoremen's and Warehousemen's Union, the Board appointed Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., to conduct a vote among certain employees of the Canadian Stevedoring Company Limited, Vancouver, B.C. The foreman was excluded from the vote.

8. *International Longshoremen's and Warehousemen's Union, Local 507, and Louis Wolfe and Sons, Vancouver, B.C.* (L.G. August, 1946, p. 1051). Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed by the Board to conduct a vote among certain employees of Louis Wolfe and Sons Limited, Vancouver, B.C., to determine whether or not the employees affected desired the International Longshoremen's and Warehousemen's Union to elect or appoint bargaining representatives on their behalf. The foreman was excluded from the vote.

Applications for Certification Received During the Month of August

1. *Canadian Seamen's Union* on behalf of the unlicensed personnel on M.V. "Turret Cape" of *Saguenay Terminals Limited*, Montreal, P.Q.

2. *Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers* on behalf of employees of the *Giant Yellowknife Gold Mines Limited*, Yellowknife, N.W.T., excepting the shift boss, foreman and those employed in a supervisory capacity.

3. *Western Canada Firebosses Association Sub-District No. 2* on behalf of mine examiners of *Cadomin Coal Company Limited*, Cadomin, Alberta.

4. *Western Canada Firebosses Association Sub-District No. 2* on behalf of mine examiners of *Luscar Coals Limited*, Luscar, Alberta.

5. *Western Canada Firebosses Association Sub-District No. 2* on behalf of mine examiners of *Mountain Park Coal Company*, Mountain Park, Alberta.

6. *International Longshoremen's Association Local No. 1696*, on behalf of employees engaged in loading and unloading vessels with logs for paper mill for *J. C. E. Malone Company Limited*, Three Rivers, P.Q.

7. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of clerks in the superintendent's office of the *Canadian Pacific Railway Company*, Farnham, P.Q.

8. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of clerks in the superintendent's office of the *Canadian Pacific Railway Company*, Nelson, B.C.

9. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of checkers, freight handlers, etc., of the *Dominion Atlantic Railway Company*, Kentville, N.S.

10. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of clerks in the superintendent's office of the *Canadian Pacific Railway Company*, Brandon, Manitoba.

11. *Hotel and Restaurant Employees International Alliance and Bartenders' International League of America, Local 662*, on behalf of telephone operators, room clerks, front office cashiers, night cashier, relief cashier, relief clerk, desk clerks, and telephone operator of the *Nova Scotian Hotel, Canadian National Railways*, Halifax, N.S.

12. *Federation of Employee-Professional Engineers and Assistants' Union No. 1*, on behalf of professional engineers, below the rank of chief engineer and their draftsmen and technical assistants in the engineering department of the *Canadian National Telegraph Company*, Toronto, Ontario.

Decisions of Board in Appeal Cases

1. On August 22 the Board dismissed the appeal of the Halifax Civic Employees Federal Union No. 143 from a decision of the Nova Scotia Wartime Labour Relations Board excluding certain employees of the Corporation of the City of Halifax from the bargaining unit established by the Nova Scotia Board.

The Nova Scotia Board, in certifying the union's bargaining representatives, excluded 32 classifications from the bargaining unit, 30 of which the union by appeal desired to have included. Among the latter were city solicitor, city clerk, bailiff, commissioner of finance, commissioner of works, superintendent of streets, commissioner of public health and welfare, superintendent of health, superintendent of the city home, governor of the city prison and the city assessor.

The National Board, in dismissing the appeal, found that the employees affected performed confidential and supervisory duties such as to exclude them from the scope of the Wartime Labour Relations Regulations, P.C. 1003, as not being employees as defined therein or were otherwise inappropriate for inclusion in the bargaining unit. Reasons for judgment are to be given at a later date.

2. Following an appeal by the International Union of Operating Engineers from a decision of the British Columbia Minister of Labour, the Board ordered representation votes among steam and power plant engineers employed by the Alberni Plywoods Limited, Port Alberni, B.C.; Bloedel, Stewart and Welch, Port Alberni and Great Central Lake, B.C., and Alberni Pacific Lumber Company, Port Alberni, B.C. In these votes the union obtained the support of a majority of the employees affected and as a result the Board certified Jack Henderson and W. H. Flesher and the International Union of Operating Engineers as bargaining representatives for steam and power plant engineers, except chief engineer, for the four companies concerned.

3. The Board gave consideration to the appeal of Local 1-217, International Woodworkers' Union of America from a decision of the British Columbia Minister of Labour in certifying bargaining representatives of the

United Brotherhood of Carpenters and Joiners of America for employees of British Columbia Forest Products Limited, Vancouver, B.C.

The decision was reached by the Board that a vote of the employees affected would be taken with the names of the United Brotherhood of Carpenters and Joiners of America and the International Woodworkers' Union of America on the ballot. Formal reasons for judgment will be issued later.

4. Following consideration of an appeal by the Sylvia Hotel Employees' Organization and Sylvia Hotel Limited, Vancouver, B.C., from a decision of the British Columbia Minister of Labour in certifying bargaining representatives of Building Service Employees' Union, Local 224 and Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, Local 28, the Board denied the appeal. Reasons for judgment will be given at a later date.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide a conciliation procedure for the settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. Under the procedure a Conciliation Officer is appointed to confer with the parties and endeavour to effect an agreement. If a Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and, in any event, to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During August, 1946, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:

Beattie Gold Mines Quebec Limited, Duparquet, P.Q. and Local 688, International Union

of Mine, Mill and Smelter Workers. Mr. R. Trepanier, Conciliation Officer.

Davie Shipbuilding & Repairing Company, Lauzon, P.Q. and Local No. 3, Marine and Shipbuilding Workers of Canada (CCL). Mr. L. Pepin, Conciliation Officer.

Donnell & Mudge Limited, New Toronto, Ont., and Local 330, International Fur and Leather Workers Union. Mr. H. Perkins, Conciliation Officer.

Falconbridge Nickel Mines Limited, Falconbridge, Ontario, and Local 598, International Union of Mine, Mill and Smelter Workers. Mr. G. Fenwick, Conciliation Officer.

Malartic Gold Fields Mine Ltd., Halet, P.Q., and Local 696, Malartic Mine and Mill Workers Union of the International Union of Mine, Mill and Smelter Workers. Mr. R. Trepanier, Conciliation Officer.

Public Markets Ltd., St. Boniface, Man. and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. Mr. J. S. McCullagh, Conciliation Officer.

Purity Flour Mills Limited, Goderich, Ontario and Local 23736, Federal Labour Union, (A.F. of L.) Mr. Wm. Dunn, Conciliation Officer.

Sudbury Construction and Machinery Company Ltd., Sudbury, Ont. and Local 598, Inter-

national Union of Mine, Mill and Smelter Workers. Mr. G. Fenwick, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received during the month from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:

Beardmore & Co. Ltd., Acton, Ont. and Local 26, National Union of Shoe and Leather Workers (CCL). Mr. Charles Hutcheon, Conciliation Officer.

Mercury Mills Ltd. (Maitland Spinning Mills), Listowel, Ont. and Local 724, Textile Workers Union of America. Mr. Wm. Dunn, Conciliation Officer.

Pease Foundry Company Limited (Brampton Division), and Local 28, International Molders and Foundry Workers Union. Mr. Wm. Dunn, Conciliation Officer.

Purity Flour Mills Limited, Goderich, Ontario and Local 23736, Federal Labour Union, (A.F. of L.). Mr. Wm. Dunn, Conciliation Officer.

Conciliation Boards Established

During the month, Boards of Conciliation were established but not fully constituted, as follows:—

Canadian Industries Ltd. (Copper Cliff Plant), Copper Cliff, Ont., and Local 598, International Union of Mine, Mill and Smelter Workers.

Hamilton Chapter of the Canadian Association of Master Painters and Decorators, Hamilton, Ont., and Local 205, Brotherhood of Painters, Decorators and Paperhangers of America.

Jewel Consolidated, Limited, Winnipeg, Man. and Local Union No. 832, Retail Clerks Int. Protective Association, Jewel Store Employees' Section.

Ottawa Electric Railway Company and Div. No. 279, Amalgamated Assn. of Street, Electric Railway and Motor Coach Employees of America.

Searle Grain Company, Limited, Fort William, Ont., and Bro. of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Conciliation Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:—

Canadian National Railways.—The Board of Conciliation established to deal with a dispute between Canadian National Railways and Canadian Brotherhood of Railway Employees (Clerks and Other Classes of Employees, Regional Auditors' and Treasurers' Offices Cartage Services Department), was fully constituted on August 20, 1946, with the appointment of Mr. L. W. Brockington, K.C., Ottawa, Ont. as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. J. W. Long, K.C., Montreal, P.Q. and Mr. F. R. Scott, Montreal, P.Q. were appointed on the recommendation of the employer and employees respectively. (Agreement on all matters in dispute was reached by the parties directly and the Board did not find it necessary to meet.)

Snyder's Limited, Waterloo, Ont.—The Board of Conciliation established to deal with a dispute between Snyder's Limited, Waterloo, Ontario, and Local 13, National Union of Aircraft, Furniture Workers and Allied Crafts (CCL), was fully constituted on Aug. 17, 1946, with the appointment of His Honour Judge A. Cochrane, Brampton, Ont., as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. J. E. Ferguson, Toronto, and Dr. E. Forsey, Ottawa, were appointed on the recommendation of the employer and employees respectively.

Weston Dairy, Limited, Weston, Ont.—The Board of Conciliation established to deal with a dispute between Weston Dairy, Limited, Weston, Ont. and Local 647, Milk Drivers and Dairy Employees' Union was fully constituted on April 4, 1946, with the appointment of His Honour Judge Samuel Factor, Toronto, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board, Mr. J. J. Robinette, Toronto, and Mr. G. R. Harvey, Toronto, were appointed on the recommendation of the employer and employees respectively. The Board reported May 1, 1946.

The Board was reconvened by the Minister, Aug. 30, 1946, in order to clarify and amplify a portion of its report.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during August:—

Report of Board in Dispute between Canadian Industries, Limited, Windsor Works, and Local 195, International Union United Automobile, Aircraft, and Agricultural Implement Workers of America

On April 27 the Minister of Labour received the Report of the Board of Conciliation, the personnel of which was as follows: Mr. Alexander Brady, Chairman, appointed on the recommendation of the other two members of the Board, Messrs. Norman Levy and Gerald H. Brown appointed on the nomination of the employer and employees respectively.*

It is the duty of the Conciliation Board to endeavour to effect an agreement between the parties with respect to the matters upon which they have not agreed, and, in any event, to make its findings and recommendations to the Minister. These findings and recommendations are transmitted to the parties concerned and made public by the Minister. Fourteen days after the Board has reported the employees are free to strike.

Conciliation Services under Section 8 of P.C. 4020

Section 8 of P.C. 4020 provides conciliation assistance in special cases that do not come within the scope of the Regulations. This Section of the Order reads as follows:—

"The Minister of Labour may appoint an Industrial Disputes Inquiry Commission for the purpose of investigating any situation which in his opinion appears to be detrimental to the most effective utilization of labour in the war effort or may interfere with the effective transition to a peacetime economy in Canada. The Commission shall report its findings and recommendations to the Minister of Labour who may take such steps as he deems necessary and desirable to effect such recommendations."

It is under this Section that a number of conciliators have been appointed, chiefly from the Bench and the professions.

Conciliation Services under the Conciliation and Labour Act

The Conciliation and Labour Act (Chap. 110, R.S.C. 1927) empowers the Minister of Labour to enquire into the causes and circumstances of industrial disputes and to take expedient measures to bring the parties together with a view to effecting a settlement. The Minister is also authorized to appoint a conciliator or an arbitrator to deal with any dispute when requested by the parties involved.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir:

The Board of Conciliation appointed by you to investigate this dispute now submits its report.

The Board met the representatives of the parties on April 2, 1946, in Toronto. The Company was represented by Messrs. E. G. Taylor, R. A. Clarke, J. D. Wright, and H. L. Johnston. The Union was represented by Messrs. G. R. Foley, Drummond Wren, J. Dunn, and A. Currie.

In previous negotiations for the renewal of a collective agreement the parties had failed to agree upon seven main points:

- (1) Request of the Union for a union shop.
- (2) Request of the Union for a checkoff.
- (3) Request of the Union for an advertising of jobs within the plant on a plant-wide basis.
- (4) Request of the Union for a leave of absence for certain Union officials.
- (5) Request of the Company for a no-strike clause.
- (6) Request of the Union for a revised method in the handling of grievances.
- (7) Request of the Union for a rate of pay during temporary shut-downs.

In the presence of the Board the Union asked that, since it and the Company could not agree upon a joint application to the Regional War Labour Board, No. (7) above be dropped from the consideration of the present Board. All the other six points in dispute were fully examined and discussed in turn. In this discussion the parties reached agreement on three of the six matters.

First, the Union agreed to accept the clause proposed by the Company on the advertising of jobs, which reads:

It is understood that the Company will continue, in conformity with the established practice at the works, to advertise on the bulletin boards for a period of three days, openings for positions of a permanent nature available to employees paid at hourly rates.

The Union requested an additional clause, which should read that:

Any individual hardship or injustice, arising out of the filling of temporary positions, shall be a discussible grievance.

The representatives of the Company were prepared to accept this additional clause.

Secondly, the Union agreed to drop its request that "an employee in the seniority

*Publication of this report of the LABOUR GAZETTE was inadvertently overlooked at the time of receipt by the Industrial Relations Branch.

record who is elected to a permanent position in any labour activity of the Union shall be granted a leave of absence for one year and, on application by him within such year, shall be re-employed by the Company at his own work without affecting his position in the seniority records". The Company on its part agreed to revise Clause (9) of the present Agreement to read as follows:

Members of the Union, not exceeding three in number, shall be granted reasonable leave of absence without pay for the transaction of business for the Union provided that such leave of absence shall not in any event exceed a total of six weeks in any one year.

The Company considered that an extended leave of absence of a year or two years was difficult because a number of the Industrial Relations Plans of the Company remain effective even while an employee is absent on leave without pay. It was prepared, however, to agree that it would make every reasonable effort to re-employ a Union member who resigned to take a full-time position with the Union, and that for seniority purposes, continuity of service would be granted to an employee who resigned for such a purpose provided that he was re-employed within one year.

Thirdly, the Union agreed to accept the present grievance procedure whereby an employee is free to approach his foreman with a grievance either alone or with or through his steward provided that there is a clause added to guarantee that, when an employee approaches a foreman alone, no grievance shall be settled to the detriment or prejudice of the Union pursuant to the terms of the Agreement.

Thus three matters remained on which the parties could not reach agreement in the discussions before the Board; namely, the requests of the Union for a union shop and check-off and the request of the Company for a no-strike clause. On these matters the Board wishes to make recommendations to assist the parties to reach agreement.

First, the Board would recommend that the Union withdraw its request for a Union Shop. In this recommendation the Board make no attempt to decide on the principle of the union shop. It is concerned solely with a specific relationship, that between the present Union and the present Company in the City of Windsor. It is concerned with making what would appear to be a reasonable recommendation with due regard to all the complicated industrial circumstances which affect both Company and Union in Windsor. While it asks the Union to withdraw its request for a union shop, the Board recommends to both parties to agree upon a maintenance of

membership clause which would apply to employees who are members of the Union and to new employees. The inclusion of such a clause involves a recognition of the principle of union security, a recognition that would appear to be reasonable and broadly in unison with the changing pattern of industrial relations in the Windsor area.

Secondly, the Board recommends that the Union drop its request for a check-off and accept the offer of the Company; namely,

- (a) to provide facilities in the Works for cashing employees' pay cheques.
- (b) to provide tables in the Works on pay days at which stewards may solicit union membership dues and to permit the posting of notices soliciting the payment of such dues.
- (c) to permit stewards during their non-working time to collect membership dues.

While the Board so recommends, it would appear to them that this proposal may involve both the Company and its union member employees in more inconvenience than a check-off.

Thirdly, the Board recommends that the Company drop its request for a no-strike clause. The Board approves of such a clause to the extent that it expresses recognition of the present law, but the Union is unwilling to accept it unless a final all-inclusive arbitration clause is included, and the Company sees difficulties in such a clause. The Board would remind the parties that P.C. 1003 is still operative and it has significant provisions on the issue of strikes. During its continuance, P.C. 1003 may be relied upon by the Company, and, in view of that fact, the related issues of a no-strike clause and enlarged arbitration provisions may reasonably be shelved for the present.

In asking the parties to accept the above recommendations, the Board would emphasize the truism that the relationship between a company and a union cannot remain static in contemporary Canadian society. The very existence of collective bargaining involves periodic adjustments and changes. The representative of the Company in this case remarked before the Board that collective agreements pertained almost exclusively to concessions by the Company. This fact is not deniable. It is due to the struggle of unions for a recognition and status, but the element of mutual concessions will require to be emphasized increasingly in the future. Unions will need to stress their responsibility as well as their status, and companies will have to encourage unions in their responsibility by

ensuring unions of the security of their position.

In conclusion the Board wish to pay tribute to the excellent relations which have evidently existed between the Company and the Union. These relations are due to a commendable attitude of mind on the part of both, and the Board hopes that such an attitude may continue.

The employer nominee on the Board of Conciliation dissents from the recommendation of the other members of the Board in respect of the inclusion of a maintenance of membership clause in the new agreement. While most favourable to union membership and collective bargaining, he is opposed to the principle of compulsion as to membership in individual unions as a condition of employment, favouring instead freedom of association in regard to these matters. In this connection he cites also the declaration of Canadian

government policy concerning such matters published in the March, 1945 LABOUR GAZETTE. He considers, moreover, that the status of the Union in this particular plant and its relations with the employing Company since the formation of the Union in 1942 have not been characterized by any state of insecurity whatever calling for remedial action, and further that the operation of a maintenance of union membership clause in the new agreement would not operate to the advantage of the industry or of those employed therein.

All of which is respectfully submitted.

Dated at Toronto, April 24, 1946.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) NORMAN LEVY,
Employees' Nominee.

(Sgd.) GERALD H. BROWN,
Employer's Nominee.

Report of Board in Dispute between Clare Shipbuilding Company, Limited, Meteghan, N.S., and Local No. 6 Industrial Union of Marine and Shipbuilding Workers of America.

On September 3, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge K. L. Crowell, Bridgetown, N.S., Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. R. McInnes of Halifax and F. D. Nichols, also of Halifax, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Department of Labour,
Ottawa, Canada.

Sir:—

The Conciliation Board appointed by you under Section 13 of Wartime Labour Relations Regulations, (P.C. 1003) to inquire into the dispute between Clare Shipbuilding Company, Limited, Meteghan, N.S. and Local No. 6, Industrial Union of Marine and Shipbuilding Workers of Canada is pleased to advise you that an amicable settlement of the aforesaid dispute has been effected, a collective agreement or contract has been drawn up which has been approved and accepted by both parties to the dispute.

Sittings of the Board were held on the 22nd day of August, 1946 at the Court House in Little Brook (six miles from Meteghan) in the County of Digby, N.S. and on the 23rd

day of August in the Court House in the Town of Digby.

The Chairman of the Board, after telephone consultations with the other members of the Board fixed the time and place of the first sitting of the Board for the 22nd day of August, A.D. 1946 at the hour of 11 o'clock in the forenoon at the Court House in Little Brook aforesaid and had both parties to the said dispute notified of the time and place so fixed.

When the Board met at the first sitting at the hour and place so fixed the aforesaid company was represented by Mr. W. Percival, General Manager, Mr. Oswald Brand, Secretary and Mr. M. J. Deveau, Vice President having for counsel Mr. F. D. Smith, K.C. and Mr. V. J. Pottier, K.C. No person or counsel appeared on behalf of the union.

In these circumstances the Board thought that possibly these bargaining agents for the union, who were all French Acadians, did not understand that they were supposed to represent the union at these hearings, it was therefore unanimously decided to adjourn the hearing until 2 o'clock in the afternoon and in the meantime get in touch personally with each of the bargaining agents. Mr. Nichols, a member of the Board undertook to contact each of the bargaining agents, all of whom resided within a radius of seven miles. Mr. Deveau, vice-president of the aforesaid company and a resident of Meteghan arranged to drive Mr. Nichols to the homes of the bar-

gaining agents of the union where Mr. Nichols left notices that the Board would again meet at 2 o'clock in the afternoon and requested that they attend.

At the resumption of the sitting of the Board at 2 o'clock as aforesaid and the bargaining agents being still absent, the members of the Board unanimously decided that they would hear representations on behalf of the company; accordingly after a statement by counsel on behalf of the company, Mr. Percival was sworn and examined.

At the conclusion of Mr. Percival's evidence and examination, the Board, in order that the union would again have an opportunity of appearing before it, adjourned the sitting to the following day, August 23rd at the hour of 10 o'clock in the forenoon, the said sitting to take place in the Court House in the Town of Digby (there being no hotel accommodation for the Board members in Little Brook) and that written notice of such adjourned meeting be given to the three aforesaid bargaining agents by either being personally served or leaving such notice at their respective homes; thereupon the chairman personally wrote out notices of the time and place of such adjourned sitting and had them personally served on the three aforesaid bargaining representatives or agents.

When the Board met on the 23rd day of August at the hour and place above mentioned, the company was again represented by the same persons who were present on its behalf on the preceding day and the Union was represented by Mr. H. Saulnier and Mr. Fred Gaudet, two of the bargaining agents of the Union and a third party substituting for Mr. Flynn, the other bargaining agent, who was not at home.

At this sitting, after an opportunity had been given the bargaining agents of the Union to hear the evidence given by Mr. Percival at the previous sitting and after hearing counsel for the company again give the stand of the company on the matters in dispute, the bargaining agents were given an opportunity of stating the Union's views and demands.

After a lengthy discussion entered into by the representatives of both parties under the direction of the Board, the bargaining agents for the Union agreed on behalf of the said Union to drop the question of a closed shop or union security and the representatives of the company on behalf of the said company agreed to a re-drafting of clause 8 (b) in the draft agreement previously submitted by Mr. Pettigrove, the amended clause reading as follows:—

Ability, skill, experience and length of service of the employees will be the governing factors as regards rehiring, lay-off and promotion, subject to any statutory or governmental regulations pertaining to ex-service men.

The said collective agreement was then redrafted to include the new clause 8 (b) after which it was unanimously accepted by both parties to the dispute. Two copies of this amended agreement were then and there signed by the three bargaining agents on behalf of the Union and handed to Mr. Percival, who gave his undertaking to forward them to the company to be executed and on their return to hand one executed copy to the Union.

Respectfully submitted.

(Sgd.) K. L. CROWELL,
Chairman of the Board.

Report of Board in Dispute between Gibson Brothers (Rock Realty Investments Limited), Toronto, Ontario, and Local 204, Building Service Employees' International Union (AFL-TLC).

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

On August 21, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Worship Magistrate S. Tupper Bigelow, Toronto, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. W. W. Gunn of Toronto, and C. C. Woolton, also of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

The following witnesses gave evidence before the Board:

Lorne H. Kelly, Gibson Brothers, 357 Bay Street, Toronto, Ontario; H. C. McCloskey, 15 Kingsway Crescent, Toronto Ontario; Ray Grant, 56 Prince Arthur Avenue, Toronto, Ontario; Arthur Cowles, 135 Sherbourne Street, Toronto, Ontario; R. H. Walker, 176 Hastings Avenue, Toronto, Ontario; Walfred Smedberg, 212 W. Wisconsin Avenue, Milwaukee, Wisconsin; Albert Hearn, 215 Manning Chambers, Toronto, Ontario.

The admitted facts of the dispute between the Employer and the Union are as follow:

Rock Realty Investments Limited, hereinafter referred to as "the Company", is the owner of an office building known as the Ussher Building, 244 Bay Street, Toronto, Ontario. Gibson Brothers, a realty firm whose head office is in Toronto, are the rental agents for the Company and manage this property in all respects. The Company is what is known as a one-man company, the president and owner of all except the qualifying shares being H. C. McCloskey.

The Ussher Building is staffed by an elevator operator Ray Grant, and a porter, Arthur Cowles, as well as charwomen but the union is interested only in Grant and Cowles, who are members of their union. Grant operates the building's elevator during the day and is relieved by Cowles at five o'clock, who stays on duty until midnight. These men each receive \$26.60 for a 48-hour week and take two weeks' annual holidays with pay.

There were actually only two matters in dispute between the employer and the union: the union requested a union shop and a dues checkoff, and the Company refused these concessions.

Following the union's request, a draft agreement was prepared by the union and the employer was requested to sign it. A copy of this draft agreement is attached hereto as Schedule "A" to this Report.

The employer declined to sign this draft agreement and prepared a draft agreement which it was prepared to sign. A copy of this draft agreement is attached hereto as Schedule "B" to this Report. The Union refused to sign this agreement.

This situation created the stalemate with which your Board of Conciliation dealt.

The above, then, were the salient admitted facts in dispute between the parties.

A good deal of difficulty was encountered because of the fact that the two employees were apparently not willing members of the union. We explored carefully the possibility that they had been persuaded to join the union by false statements made or "high-pressure" methods used by the union representative who procured their applications for membership in the union, but we find as a fact that these men joined the union freely and voluntarily although at this time, they regretted that they joined the union and wished to withdraw from membership in it.

Mr. Walker, for the union, pointed out that the union would not permit the men to resign from the union but if they failed to pay their union dues, they would in due course, be suspended from membership. This was made

clear to the employees who were prepared to face all contingencies resulting from their suspension.

The Board conducted its negotiations on the basis that the employees were and would continue to remain members of the union.

Mr. McCloskey, for the Company, took the view that he wanted no dealings with the Union because: (a) no agreement with a union is binding on it; (b) his employees wanted no such agreement; (c) if he signed the presently proposed union draft agreement now, the union would want something more later on and (d) he had apparently had, in other spheres of activity, dealings with unions which did not ensure to his benefit.

Mr. McCloskey stated that he has instructed Gibson Brothers to make the necessary arrangements to instal an automatic elevator in the Ussher Building which would dispense with the necessity of employing an elevator operator and a porter.

Mr. McCloskey stated that for some years past, the Ussher Building has been operated at an operating annual loss of about \$4,000.00 to which a further annual amount of \$3,000.00 should be added for depreciation. He has listed the property for sale with Gibson Brothers and is anxious to sell the property as soon as possible.

The members of your Board suggested, in the hope of compromise, the following solutions to the dispute:

(a) Since Gibson Brothers operate 27 buildings of a similar character in Toronto and since agreements have been made between Gibson Brothers and the union with respect to only two of these, we suggested to the union that they might defer their activities with respect to the Ussher Building to a later time, and in the meantime, pursue activities with respect to other office buildings, with the view of dealing later with the new owner of the Ussher Building, who might be more amenable to their present demands than the present owner; this solution was not satisfactory to the union.

(b) we suggested that each party waive one of their points of stipulation; the union agree to waive their demand for checkoff if the employer would sign a union shop agreement; this was not satisfactory to the employer, who refused to yield either point. We felt, however, that the employer might have yielded to the checkoff demand but this alone would definitely not have been satisfactory to the union.

(c) We suggested that the union permit the employees to resign from the union or failing that, suspend them or expel them from union membership for non-payment of dues so that

the situation might revert to the status quo, but this was not satisfactory to the union.

(d) We suggested to the employer that he sign an agreement, incorporating in it the demands of the union, which agreement would be in effect for one year, and on its expiry, matters would then revert to the point they are now and negotiations could begin afresh with each party having been able to observe how the other had lived up to its part of the agreement, always bearing in mind that the ownership of the building might change within the year the agreement would be in effect; this suggestion was not satisfactory to the employer.

(e) We suggested to both parties that all matters between them be settled by an agreement to appoint an arbitrator or panel of arbitrators empowered to hear and determine all matters in dispute between the parties and that the arbitrator or arbitrators be empowered to adjudicate on the matters between the parties, the decision of the arbitrator or arbitrators to be final and binding on both parties. This suggested solution was not satisfactory to either party.

By Thursday, August 15, we had abandoned hope of conciliating the dispute, as both parties appeared to be adamant and we felt we had exhausted all possible solutions of the dispute.

However, on this day, we were informed by Mr. Walker that on the following day, Mr. Walfred Smedberg, the International representative of the union, would be in Toronto. As his authority was greater than Mr.

Walker's, we decided to call Mr. Smedberg and explore the possibility of his making concessions which Mr. Walker was not prepared to do.

Accordingly, Mr. Smedberg was called and when it was made apparent to him that the two union members were dissatisfied with their membership in the union, he stipulated that if this were so and the Board found it to be so, the union would abandon their dispute with the employer provided that if the Board found it not to be so, Mr. McCloskey would consent to an automatic and irrevocable checkoff. The employer agreed.

Accordingly, the employees were again called before the Board and matters explained carefully to them. After considerable discussion, it became clear to the Board that the men were unwilling and dissatisfied members of the union, and each signed, at the union's request, letters which are attached hereto as Schedules C and D, copies of which are given to the employer and the union.

Mr. Hearn, authorized by the union as its signing officer, then signed a letter attached hereto as Schedule E, copies of which were given to the employer and the union.

Signed at Toronto, Ontario, this 20th day of August, 1946.

(Sgd.) S. TUPPER BIGELOW,
Chairman.

(Sgd.) E. E. WOOLTON,
Member.

(Sgd.) W. W. M. GUNN,
Member.

Report of Board in Dispute between Township of York Hydro System and the National Organization of Civic, Utility and Electrical Workers, Branch 1, C.C.L.

On August 5, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Dr. A. Brady, Toronto, Chairman, appointed on the joint recommendation of the other two members of the Board, E. J. D. McNish, K.C., of Toronto, and Mr. B. Laskin of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established to deal with the above dispute begs to submit its report.

The Board duly met the parties in Toronto on July 2 and July 5. The Township of York

Hydro System was represented by Mr. H. R. McClyment, manager, and Mr. H. A. Hall, K.C., solicitor. The Union was represented by Messrs. T. F. Stevenson, A. Kaines, and G. Mainprize.

An agreement between the parties expired on December 31, 1945, and since then negotiations have taken place for a new agreement. When the parties first came before the Board on July 2 there were still nine matters in dispute; namely, provisions pertaining to,

- (1) Hours of work
- (2) Overtime
- (3) Annual vacations
- (4) Statutory holidays
- (5) Seniority
- (6) Union shop and check-off
- (7) Cost of living bonus
- (8) Pension plan
- (9) Schedule of wages.

The disputed point in each case and the recommendation of the Board may now be submitted in the order above.

(1) HOURS OF WORK

The main request of the Union is for a five-day week of forty hours for hydro employees who now work 40, 44 or 48 hours and a five-day 35-hour week for those who now work 38 hours. The Corporation has felt unable to concede this request.

The Board of Conciliation is of the opinion that the request of the Union cannot be assessed only in terms of creating more employment or of acquiescence in the inevitable. The employees who would be affected by the five-day week are in heterogeneous work classifications and lack even the unity which exists in a manufacturing plant wherein diverse classifications of employees work under one roof and under an integrated scheme of production. The exigencies of the service which the different groups of hydro employees are called upon to render is a factor of considerable importance, and there is a burden upon the Union to show that the present arrangement of hours of work (borrowed largely from the Toronto Hydro System) could be feasibly changed without impairing either the efficiency or the availability of employees in maintaining hydro services. This burden the Union has not, in the opinion of the Board, discharged. The Board cannot be unmindful of the bearing of the "five-day week" issue on the availability of skilled labour nor can it ignore the effect on other branches of York Township's services and the extent to which it prevails in other hydro systems in the province. On balance, this Board cannot at this time recommend the inauguration of a five-day week. The Board is, however, sympathetic to the elimination of disparities in the normal work week as among different classes of hydro employees, so far as this can be done without unreasonable interference with the rendering of efficient service. It would suggest that the system and the Union jointly review the work week structures and see whether greater uniformity than now exists cannot be introduced. Perhaps, too, the parties might investigate the possibilities of making some concession to the outside workers in the matter of working hours on a seasonal basis similar to that in vogue for the office staff.

The Union also asks that all "call duty" as it exists at present should be eliminated. But the Board is of the opinion that this is not a suitable time to make a change of the kind requested.

Two other matters in dispute respecting work hours pertain to the schedule of Line

Trouble Crews and Pre-Arranged Overtime. The parties agreed before the Board to have further discussion on these two matters and did not think it necessary for the Board to make recommendations.

(2) OVERTIME

The request here pertained to the payment for overtime for work on Saturday under a forty-hour week schedule. Since the Board is not recommending a five-day week, it is needless for it to make a recommendation in this matter.

(3) ANNUAL VACATION

The Union requests that all employees with fifteen years service and over be entitled to an annual vacation of three weeks with pay. It points out that Toronto Hydro and many other Utilities and Governments extend this or a similar benefit to their employees.

It is true that the City of Toronto gives its employees three weeks vacation with pay after ten years of service while the Provincial and Dominion Governments give three weeks vacation with pay after one year's service. However, it should be observed that in these cases there is no grant of Saturday morning off during the summer months.

The purpose of a longer vacation for senior employees is to reward long service and to give older employees a further period to recuperate from their year's work. The Board commends the principle involved, and suggests that York Township Council give serious consideration to some such provision. It recognizes, however, that at the present time the Township gives most of its employees, including the office staff and linecrew of the Hydro, Saturday mornings off during the summer months and that no such provision as that requested by the Union is in force among other township employees.

(4) STATUTORY HOLIDAYS

The Union's claim under this head is that line troubleshooters should be entitled to another day off with pay at troubleman's rate for each statutory holiday worked while on trouble shift. The existing agreement recognizes the principle of paid statutory holidays and provides, in certain cases, for another day off with pay where work is performed on a statutory holiday; line troubleshooters are, however, excepted.

The Board sees no reason for differentiating between line troubleshooters and other classifications in respect of paid statutory holidays. Hence it would recommend that the principle

of paid statutory holidays be recognized in the case of line troublemen and that they be given another day off with pay for each statutory holiday worked.

It has been pointed out to the Board that line troublemen are paid a 9c. hourly premium over linemen's rates while on trouble shifts, and there was some suggestion that this premium rate was fixed to compensate line troublemen for losing paid statutory holidays. On the other hand, there is the fact that line troublemen work the night shift and on weekends, so that it may well be that the premium rate is based on this feature of their duties.

The evidence before the Board was not sufficient to enable it to determine what exactly the premium rate was intended to cover. In view of the Board's recommendation of a day off with pay for each statutory holiday worked, it feels that it can safely leave it to the parties to determine and agree as to whether the 9c. hourly premium is appropriate and as to what rate should be paid for the day off in lieu of the statutory holiday.

(5) SENIORITY

The Union requested seniority lists to be compiled for each section and posted for a period of thirty days. The Township Council would not concede this request.

The Board suggested to the representatives of the parties that Mr. McClymont as manager might supply Mr. Stevenson as Union Business Secretary with a seniority list, and this suggestion was accepted.

(6) UNION SHOP AND CHECK-OFF

The Union requests that all present and future employees must become members of the Union. The Township Council was unwilling to accede to this request.

The Board is not prepared to recommend a Union Shop under the present circumstances. The Board would note the fact that the Union at present does not suffer from any insecurity and that it enjoys a maintenance of membership provision in the existing agreement. The Union indeed has almost a hundred per cent enrolment of employees in the Township. The Board would recommend a voluntary check-off for the life of the agreement.

(7) COST-OF-LIVING BONUS

The request of the Union is that the cost of living bonus now being paid be added to the wage rates.

The Board would suggest what the Union requests, namely that the bonus be incorporated with the wage, because the present

wage structure is actually based on the bonus and it would be simpler for all concerned if the bonus was incorporated in that structure.

(8) PENSION PLAN

The pension plan appeared to be acceptable to both parties, but its application in the judgment of the Council was made solely contingent on what wages the Council was obligated to pay. Hence the Board proceeds to the wage issue.

(9) SCHEDULE OF WAGES

In its recommendations on wages, the Board is not in all respects unanimous. The majority consisting of Mr. McNish and the Chairman think that the schedule of wages agreed to by the Council of the Township in the spring of this year is reasonable under the existing circumstances and should be accepted by the Union. The evidence submitted to the Board was that the wages now paid to the Hydro staff are comparable to those paid in other municipalities and in the Toronto Hydro service. The Board considers it very important that the pension plan should be brought into effect as soon as possible and would deem it to be a serious mistake if the payment of a higher wage schedule necessitated a postponement of the pension system.

Mr. Laskin takes a position on the wage issue differing from that adopted by the majority of the Board. He points out that while York Township Council proposed certain wage increases for weekly workers (falling below the demands of the Union, however), it did not propose any wage increases for hourly workers; and, in his opinion, Council should have shown at least as much consideration for the hourly workers as it did for the weekly workers. Further, he points out (while recognizing that the parties to this dispute are not governed by wage control orders) that Council has not paid its hydro employees the full cost of living bonus permissible under the wage control scheme formerly in force. This is of some significance when it is recalled that the amount of the cost-of-living bonus has not been integrated to date with the wages of hydro employees. It is arguable that increases in various rates from time to time have made up for any deficiency in the full cost of living bonus; but it should be noted that the increases were not general, and that the separation of the bonus from the wage rates indicated that the former was considered by Council as a separate item. Mr. Laskin urges that Council should reconsider its wage proposals in the light of the factors he has mentioned and in

the light of the Union's demands, and that both parties should then review together their respective positions on the matter of wages. They should be able, on the basis mentioned, to reconcile their differences on a level satisfactory to each of them.

All of which is respectfully submitted.
Dated at Toronto this second day of August, 1946.

(Sgd.) ALEXANDER BRADY.

(Sgd.) J. D. McNISH.

(Sgd.) BORA LASKIN.

Report of Board in Dispute between Wilson Motor Bodies Limited, Long Branch, Ontario, and Local 252, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.)

On August 10, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister in the absence of a joint recommendation of the other two members of the Board, Messrs. E. Sparrow of Toronto, and N. Levy, also of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:

The Board of Conciliation appointed by you in this matter begs to report as follows.

The Board held a preliminary meeting of July 17, 1946, and then met to hear the parties at Toronto on July 24, holding a final meeting on July 25.

At the hearings the Company was represented by Mr. W. Shanahan, President, Mr. B. O. Hipwell, Sales Manager, Mr. J. Macfarlane, Factory Manager, and Mr. H. Steen, Counsel for the Company.

The Union was represented by Mr. P. Siren, International Representative, U.A.W.-C.I.O., Mr. W. Potter, Committee Member, and Mr. P. Berkenhiser, Committee Chairman.

The Board wishes to thank the parties for their clear and frank presentations, and particularly for the even tenor of discussions, by reason of which it was possible to bring the parties to concurrence on one issue and closer together on others.

The Board had before it the following matters in dispute, which had been requested by the Union as amendments to the existing collective bargaining agreement between the parties:

(a) Union Security.

1. Union Shop.

2. Checkoff.

(b) Two Weeks' Holidays With Pay.

HOLIDAYS WITH PAY

In its original submission the Company proposed to grant one weeks' holiday with pay to all hourly rated employees with one year's continuous employment as of May 31, 1947. During discussions the Company enlarged this proposal to include the two weeks' holidays with pay, to extend to all hourly rated employees with five years' service, or seniority, as of May 31, 1947, contingent upon the Union's acceptance of the Company's present wage increase proposals. Subject to its clarifying certain items with the Company, the Union Representatives agreed to report back this offer and condition favourably.

UNION SECURITY

The Board therefore had remaining before it the matter of union security. It was stated that there were 150 present employees affected, of whom 119 were stated to be Union members.

The bargaining agency was elected under a vote supervised by The Ontario Department of Labour in December, 1942. While there had apparently been initial reluctance on the part of the Company to accept this result, leading to a strike, a collective bargaining agreement was entered into in February 1943 which has subsisted since with out substantial change. It was agreed by the Union that relations with the Company, particularly of late, had considerably improved.

The Union for its part expressed a willingness to avoid having the letter of its requested amendments stand in the way of mutual agreement. It pointed out that its recognition by the Company as representative of all employees, imposed on it responsibilities to act for the benefit of some who assumed no balancing obligations. It further submitted that since the Union is expected by the Company, and is willing, to act objectively, it is entitled to have its security acknowledged and protected by agreement.

While the Company at first took objection entirely to Union security, after considerable discussion it proposed a voluntary revocable

checkoff to apply to all employees covered by the bargaining unit who so authorize the Company. The Company maintained objection to union shop. It particularly emphasized its concern for its long term employees, of whom the Union admitted that not all were presently Union members.

It appeared to the Board that this mutual willingness to compromise indicated a desire of both parties to advance their relations. Efforts were made to bring the parties to a decision but were not further successful.

The Board therefore makes the following recommendations to assist the parties reach agreement.

First, as to the Union Shop, the Board recommends that the Union withdraw this request. No opinion is thereby expressed by the Board on the union shop principle, or indeed of any other principle, being concerned with settlement of the specific issues in these specific circumstances.

Secondly, the Board recommends that the Union accept the offer of the Company regarding check-off, on the basis that it be voluntary; that it be for all employees in the bargaining unit, for whom the bargaining agency presents written authorizations to the Company; such authorizations to be revocable on 90 days' notice in writing; the check-off to be monthly and for such sum or sums as the authorization specifies.

Thirdly, and as a necessary complement to the foregoing the Board recommends that the Company agree to a limited form of union security whereby future hired employees, affected by the agreement, as a condition of their hiring become members of the Union after achieving seniority status, that is, after the 90 day period of probation as provided by the agreement.

These provisions would leave the present employees for whom the Company expressed its chief concern, to make their own elections, and it cannot be deemed coercive of new employees who, with prior knowledge of its conditions, freely choose employment with the Company. In particular, having regard to the agreement that the Union shall represent all employees in the bargaining unit, it would demonstrate that the Company intended that agreement to be effective and is not indifferent or hostile to its development.

These recommendations are made to the parties to help advance their relationship. The Board deemed it encouraging that the Company, in the course of the hearings, appeared to look to the Union to take an interest in the Company's problems, with a view to benefiting the Company. The Union stressed its desire to maintain its responsibility to the Company as well as to the employees, and

great encouragement may be given to this attitude by moving progressively to assure the Union, and consequently the working people who compose it, of the security of their position.

The employer nominee on the Board, who dissents in part from the majority recommendations on union security, has attached hereto his minority report.

All of which is respectfully submitted.

(Sgd.) A. COCHRANE,
Chairman

(Sgd.) NORMAN LEVY,
Union Nominee

Minority Report

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:

The deliberations of the Board of Conciliation in the above case were on a high plane of debate and in the final meeting unanimity prevailed on all but one point. I disagreed with the other two members of the Board in their recommendation that new employees, as a condition of employment be required to join the Union.

The theory advanced by Mr. Levy and in the end supported by the Chairman that Management cannot reasonably cooperate with a Trade Union unless there is so-called "Union Security" may be currently popular but is none the less fancy rather than fact. Many instances are on record where co-operation prevails between Management and Union without any form of "Union Security" present. As a matter of fact it can be proved that the best type of Industrial relations exists in plants where the Union does not require Management to be its recruiting agent nor to deduct from its employees a monthly fee in order that they may maintain their right to earn a living.

In this particular case the Company granted Union requests for higher wage rates, for a more generous vacation policy, and conceded other points, while faced with the fact that productivity per man-hour was considerably reduced. Quite reasonably the Company after three years experience of it wonders where the business is benefiting from Union activity.

The Union business agent stated that while there had been noticeable antipathy to the Union in the early days, a much better spirit of co-operation had prevailed in the past months.

My contention was that, due to the Management's ability to prove reduced efficiency

during the Union's regime and that greater productivity could be obtained without much increased effort by the employees, it was unwise and unfair to force the Management to support the Union through any form of "Union Security". At the same time as a Conciliator I felt it my duty to suggest that the Union should exercise to a greater extent its responsibility toward the community by ensuring to the best of its ability a fair rate

of productivity. With approximately 110 paid up members out of a possible 151, it is unfortunate that so little attention has been paid by the Union leaders to the all important factor of reasonable productivity.

All of which is respectfully submitted.

E. E. SPARROW,
Management Nominee.

Report of Board in Dispute between Grey Goose Bus Lines, Limited, and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1374.

On August 20, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Honourable Mr. Justice A. K. Dysart, Winnipeg, Chairman, appointed by the Minister in the absence of a joint recommendation of the other two members of the Board, Messrs. R. B. Graham, of Winnipeg, and S. Duff, also of Winnipeg, appointed on the nomination of the employer and employees respectively.

Report of Board

Honourable HUMPHREY J. MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

We, the undersigned, being members of the Conciliation Board established by you by instrument dated April 11, 1946, to deal with the above dispute, begs now to submit herewith this our *Report*.

The material forwarded to the Board from your Department does not define the issues of the dispute, except to say that the Employer refused to sign any wage agreement with the said Union on the ground that the Union does not truly represent its employees. But the oath of office to which each member of the Board had to subscribe declares that the Board has been "appointed to endeavour to effect an agreement between the above parties on the matters on which they have not agreed in negotiations of a collective agreement between the said employer and the bargaining representatives of the said employees".

The foregoing constitutes the only specific guidance given the Board for the discharge of the duties undertaken.

At the first meeting of the Board the discussion centered around an attempt to define the facts of the disputes, the cause thereof and the probable chances of bringing the parties into accord.

The next meeting was attended by full representation of the employer and the Union—including solicitors for each. A long discussion ensued, and the history of the dispute and attempts at negotiation were recounted. Contradictions and qualifications were exchanged, and the whole situation seemed to be one attended by considerable feeling rather than business or economic considerations. It was stated on behalf of the Union that an agreement had been negotiated between Mr. Hebert, one of the bargaining representatives of the Union, and Mr. Lewis, Manager of the Employer, under the chairmanship of an officer of the Labour Department, and that all terms and conditions had been settled to the apparent satisfaction of all concerned, that the agreement had been executed on behalf of the Union and was ready for delivery. The employer admitted that negotiations had been carried on, but asserted that they had proved abortive in the end. The employer's solicitor added that any concessions made during the negotiations must now be considered as withdrawn because the agreement had not been completed.

The authority of the bargaining representatives also was denied by the employer on the ground that the certification of those representatives had been made in March, 1945, and that while the Union at that time may have had in its membership a majority of the employees, the reverse was true today, and the Union represented only a small minority and not the employees as a whole.

The meeting concluded with the proposal of a subsequent meeting to be held, at which full briefs would be submitted.

At the next meeting the Union submitted a brief containing a copy of the Certification Order; copy of the draft agreement; and certain correspondence. The Employer did not file a brief. The solicitors were informed by the Chairman that their presence at sub-

sequent meetings would be dispensed with. Two points of importance were raised. The first had to do with the Bargaining Representatives. On this point the Union spokesmen declared that whether the Union represented the majority of the employees or not was immaterial, because the Bargaining Representatives—having been chosen by the Union and certified by proper authority—are by law the only Bargaining Representatives on behalf of the Employees; and that they can be replaced only by an order of the Wartime Labour Relations Board, and that in any event there was no possibility of replacing them until after an agreement had been executed and put in force. The Board agreed with the legality of that contention.

The second point related to the agreement which the Bargaining Representatives stated had been negotiated. Mr. Lewis, Manager of the Employer Company, when closely questioned abandoned the position taken by his solicitor, and admitted that he had taken part in the alleged negotiations and that the agreement was reached setting forth all the terms that had been agreed upon; that he was quite satisfied with its terms; and that he would sign the agreement with any representatives chosen by the majority of the Employees—but he would not sign with the Union.

All attempts of the Board to persuade Mr. Lewis to execute and deliver the agreement came to naught—he was adamant.

Following up that situation, later, the Board was unanimously of the opinion they should recommend in their Report to you that the Employer execute and deliver that agreement.

However it was thought advisable to test the strength of Mr. Lewis' contention for the reason, as appeared to us, that if a canvas of the employees proved that a majority of them desired the agreement, Mr. Lewis would be morally bound, on his own words, to complete the agreement; and as the Union contended that they did represent the majority, a vote would or should bring the issue to a happy conclusion. Such a canvass could do no harm, and it might do good; it could not weaken any prospect of settlement, and might end in a signed agreement.

The Board then proceeded to take a vote. Three questions were drawn up in writing and approved by the Board. An invitation was sent to every employee to call individually and at his own convenience, at the office of the Chairman. To avoid any embarrassment or influence they were to be asked to answer those questions before the Chairman of the

Board, who was to maintain secrecy of the names to the answers. In due course 14 of the 18 employees attended individually. Twelve of these signed the questions; 2 of them refused to sign, declaring that they were not members have granted the present wage rate, nor have and were satisfied with present conditions; 4 did not attend at all, but were reported by some of the others as being wholly indifferent. A summary of the votes, with the form of questions submitted, is attached to this report.

After that vote was taken, a question was raised as to whether or not the vote might be open to the suspicion of unfairness or inaccuracy to any of the parties concerned. In order to remove any doubts on the point, the Board reassembled and decided to have a new vote taken by the Regional War Labour Board at Winnipeg. You kindly agreed to this course. Accordingly Mr. H. S. Johnstone, Chairman of the Regional War Labour Board, conducted a new vote according to the practice of that Board in such matters; and instead of the three questions which we had submitted only one simple question was submitted to each employee concerned, namely "Do you desire to have your employer sign a collective agreement?"

The report of Mr. Johnstone is also attached to this Report.

The question was submitted by mail, and the answers were opened by Mr. Johnstone in the presence of a scrutineer who had been selected by each party. The result of the vote, as now reported to us by Mr. Johnstone, is practically identical in effect with the vote we had taken.

It therefore is undoubted that only a small minority of the employees desire any such agreement. It is now useless to expect the Employer to execute the agreement. And it seems to the Board, that whatever may be the legal rights of the matter, the practical aspect is that it would be futile for this Board to recommend the execution by the employer of the drafted or any other collective agreement.

The Board accordingly make no recommendation. They think that the dispute has, at least for the present, vanished into nothingness.

Before dismissing the matter, however, the Board think it only fair to say that the Union is entitled to considerable credit for having brought about the present solution—although it never intended the solution to take the present form. The Board feel that the activity of the Union in getting Bargaining Representatives chosen and certified, and

its negotiations leading up to the agreement, had their effect. We do not say that without the Union activities the Company would not established conditions satisfactory to the employees, but we do think that the Union did exercise considerable influence in bringing the matter to a head.

Accompanying this report are the evidence and other papers filed with us in this matter,

together with the usual forms, all duly completed.

Respectfully submitted,

(Sgd.) A. K. DYSART,
Chairman.

(Sgd.) STEPHEN DUFF,
Member.

(Sgd.) R. B. GRAHAM,
Member.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020.

OFFICERS of the Industrial Relations Branch dealt with 27 industrial disputes during the month of August, involving 63,054 workpeople employed in 175 separate establishments. Of these, 14 were new disputes which originated during the month and 13 were situations which had been unternminated as of July 31, and received further attention in August. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

Logging and Lumbering.....	1
MINING AND SMELTING, ETC.	
Coal Mining.....	1
Metal Mining.....	1
MANUFACTURING	
Animal Foods.....	1
Vegetable Foods.....	1
Metal Products.....	9
Printing and Publishing.....	3
Non-Metallic Minerals, Chemicals, etc.	3
Rubber Products.....	2

Industries—Con.

TRANSPORTATION AND PUBLIC UTILITIES	
Water	1
Electric Railway and Local Bus Lines...	2
Other Local and Highway.....	1
Electricity and Gas.....	1

Nature of Dispute or Situation

Strike or Lockout.....	15
Threatened strike.....	2
Controversy	2
Arbitration	1
Requests for services of Commissioners	7

Predominant Cause or Object

Increase in wages.....	2
Increased wages and reduced hours...	5
Increase in wages and other changes...	9
Other causes affecting wages and working conditions.....	1
Discharge of workers for Union membership or activity.....	8
Discharge of workers (other than in connection with union questions and including refusal to reinstate).....	1

Disposition

Strikes terminated by mediation or other departmental action.....	3
Controversy terminated by mediation, etc.	1
I.D.I. Commission appointed under Section 5, P.C. 4020.....	4
I.D.I. Commission appointed under Section 8, of P.C. 4020.....	4
Other disposition.....	2
Disposition pending.....	13

Method of Settlement

Conciliation or mediation.....	6
Direct negotiations.....	1
Settlement pending.....	20

Brief summaries of some of the cases of chief interest follow:—

Logging and Lumbering Workers, British Columbia.—The June and July issues of the LABOUR GAZETTE contained reports of a strike

in the logging and lumbering industry in British Columbia and the recommendations regarding operations in the Coastal area made on June 1 by the Industrial Disputes Inquiry Commissioner, the Honourable Mr. G. McG. Sloan, Chief Justice for British Columbia, which were adopted as a basis of settlement of the strike when it was terminated on June 21.

The terms of settlement arranged by the Commissioner in respect of operations in the Interior area provided for an increase in wages of ten cents per hour "across the board". It was further agreed that common labourers, who at the time of the strike were receiving 65c. per hour, should receive an increase of an additional two cents per hour and that, before signing collective agreements, employers and the employees should have the right to negotiate the wage rates for not more than eight occupational classifications within the wage structure of any one employer. Where employers and employees were unable to agree upon the upward or downward adjustment of particular categories, it was provided that the Commissioner should make a final and binding decision in arbitration, but in the ensuing negotiations this did not prove necessary.

The final terms of settlement for both Coastal and Interior operations received approval of the Regional War Labour Board for British Columbia. The Government Controllorship of box factories, shook mills and their suppliers in the Interior region was revoked by Order in Council as of August 10.

Rubber Factory Workers, Ontario.—Reference was made in the July and August issues of the *LABOUR GAZETTE* to strikes of employees at ten rubber products manufacturing plants in Ontario, which commenced on June 24. On August 22 the employees of the Barringham Rubber Company, Limited, Oakville, represented by Local 292 of the United Rubber Workers of America, accepted a company proposal as a result of which work was resumed on August 23. Under the terms of the settlement it was agreed that the employees would return to work on the understanding that the Company would meet "the increase in basic rubber pattern as set by the average of the ten companies in the rubber industry now out on strike". It was also provided that the increase in the basic wage rate would be retroactive to June 1, 1946; that an increase of eight cents per hour would be paid to all hourly rated employees until a new wage pattern was established in the industry; that working hours would be forty-four per week on the average for three shifts; that wage rates of time-and-one-half would be paid for work over eight hours per day and on Saturday afternoons;

that time-and-one-half rates would be paid for work performed on Sundays, or any higher rate which might be accepted by a majority of the other companies in the rubber industry; that an additional three cents per hour would be paid for rotating shifts, to be adjusted in line with the basic wage pattern; and that two weeks' vacation with pay would be granted employees after five years of service with the company. About 125 employees were affected by the settlement.

The strikes at the other nine plants, involving some 10,000 workers, were untermated at the beginning of September.

Street Railwaymen, Vancouver, New Westminster and Victoria, B.C.—On August 3, the Minister of Labour for British Columbia requested the Federal Minister of Labour to appoint an Industrial Disputes Inquiry Commission under Section 8 of Order in Council P.C. 4020 to investigate matters in dispute between the British Columbia Electric Railway Company, Limited, and its employees in the Cities of Vancouver, New Westminster and Victoria as represented by the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. Prior to August, the parties had for several months endeavoured to negotiate amendments to their existing collective agreement, but a settlement recommended by the bargaining committee of the union had been rejected in a referendum taken among the employees by a vote of 1,076 to 1,053. The principal feature of the eight-point plan which was rejected by the membership was an increase in wage rates of seven and one-half cents per hour retroactive to March 1, 1946. The Chief Conciliation Officer of the provincial Government had been unable to secure final agreement between the parties.

On August 3, the Minister of Labour for Canada appointed Mr. J. Edwin Eades, of Vancouver, as an Industrial Disputes Inquiry Commission to deal with the situation. On August 29, the Commissioner reported that he had succeeded in securing a mutually satisfactory settlement and that the parties had agreed upon a general wage increase of ten cents per hour, subject to the approval of the Regional War Labour Board. The settlement was ratified by a vote of the union's membership during the early part of September.

Packinghouse Workers, Various Provinces.—During August, it was reported to the Minister of Labour that negotiations for the renewal of collective agreements between Burns and Company, Limited, and Canada Packers, Limited, and the employees of a number of their meat packing plants through-

out Canada, as represented by the United Packinghouse Workers of America, had been broken off without agreement being reached. The intervention of the Federal Department of Labour was requested and, following consultation with the Ministers of Labour of the six provinces affected by the dispute, the Minister of Labour for Canada on August 20 appointed the Honourable Mr. Justice S. E. Richards, of Winnipeg, as an Industrial Disputes Inquiry Commission under Section 8 or Order in Council P.C. 4020 to endeavour to mediate between the parties with regard to the issues in dispute. Later it was reported that a deadlock had also occurred in negotiations between the union and the Swift Canadian Company Limited, and on September 5 the Honourable Mr. Justice Richards was empowered to deal with this dispute as well. As this issue of the LABOUR GAZETTE went to press, negotiations between the parties were still proceeding under the guidance of the Commissioner.

Metal Products Workers, Leaside, Ontario.—Following a breakdown in negotiations with respect to wage rates, hours of labour and other matters usually covered by collective agreement, between the Canada Wire and Cable Company Limited, Leaside, Ontario, and its employees represented by Local 514, United Electrical, Radio and Machine Workers of America, in consequence whereof a strike had occurred on July 8, the Minister of Labour for Ontario on August 12 requested the Federal Minister of Labour to appoint an Industrial Disputes Inquiry Commission under Section 8 of Order in Council P.C. 4020. In compliance with this request, His Honour Judge Samuel Factor, of Toronto, was appointed on August 15 to deal with the situation. At the end of the period under review the Commissioner was continuing his efforts to secure a settlement. The strike of employees was reported directly to involve 1,166 employees.

Insulating Products Workers, Hamilton, Ontario.—Charges that the Canadian Porcelain Company Limited, Hamilton, Ontario, had dismissed an employee because of union membership and activity were brought to the attention of the Federal Department of Labour on August 17 by the Minister of Labour for Ontario, who requested the appointment of an Industrial Disputes Inquiry Commission under the provisions of Section 5 of Order in Council P.C. 4020. On August 22, the Minister of Labour for Canada appointed His Honour Judge Samuel Factor, of Toronto, to investigate the charges. The union involved was the Canadian Chemical Division of the United Mine Workers of America, District No. 50.

Automobile Workers, Windsor and Chatham, Ontario.—As reported in previous issues of the LABOUR GAZETTE, strikes by some 3,440 employees of the Chrysler Corporation of Canada, Limited, occurred on June 18 at the plants of the Company located at Windsor and Chatham, Ontario. The employees are represented by Locals 195 and 127, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. The matters in dispute included wage rates, hours of labour, vacations with pay and union security. The strike was first dealt with by the provincial authorities, but when no settlement could be reached, the Federal Minister of Labour on September 3, following consultation with the Minister of Labour for Ontario, appointed Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, as an Industrial Disputes Inquiry Commissioner under Section 8 of Order in Council P.C. 4020 to investigate the situation. The Order in Council gives the Minister of Labour authority to inquire into any situation which in his opinion may interfere with the effective transition to a peacetime economy in Canada. Negotiations under the guidance of the Commissioner were still proceeding as the LABOUR GAZETTE went to press.

Metal Products Workers, Toronto, Ontario.—Acting upon a request made during August by the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commission under Section 5 of Order in Council P.C. 4020 to investigate the dismissal of 33 employees of Silverware Products (Canada), Limited, Toronto, Ontario, allegedly because of union membership and activity on behalf of the United Electrical, Radio and Machine Workers of America, the Minister of Labour early in September appointed His Honour Judge Egerton Lovering, of Toronto, for the purpose of making a formal investigation. It was reported that the dismissal of the employees in question followed a stoppage of work over an alleged delay in negotiations between the Company and the Union for the completion of a collective agreement.

Stationery Products Workers, Eastview, Ontario.—On behalf of the Ontario Department of Labour, an Industrial Relations Officer stationed in Ottawa conducted an investigation during August into a complaint of alleged discrimination in connection with the dismissal of 24 employees of the Capital Carbon and Ribbon Company, Limited, Eastview, Ontario. A mutually satisfactory settlement was reached, as a result of which the Company reinstated all the employees involved without prejudice and without loss of remuneration or seniority.

Electrical Appliance Workers, Hamilton, Ontario.—The appointment of His Honour Judge J. C. Reynolds, of Kingston, Ontario, to deal with a strike of some 4,000 employees of the Canadian Westinghouse Company, Limited, Hamilton, Ontario, members of Local 504, United Electrical, Radio and Machine Workers of America, was reported in the August issue of the *LABOUR GAZETTE*. The Commissioner made a report on August 7 in which he stated that he had been unable to secure any settlement; that conciliation of the dispute was not possible unless there were substantial concessions on both sides; and that he was not in a position to make any recommendation as to a basis of settlement.

The strike was unternminated at the end of the month, and on August 30 the Minister of Labour requested the Commissioner to resume his efforts to bring the parties together.

Merchant Seamen, Great Lakes and St. Lawrence River.—Conciliation of the dispute between various shipping companies operating vessels on the Great Lakes and St. Lawrence Waterways and the Canadian Seamen's Union was continued throughout August by the Industrial Disputes Inquiry Commissioner, the Honourable Mr. Justice S. E. Richards, of Winnipeg. (See *LABOUR GAZETTE* for June, July and August). On September 3rd, collective agreements were signed between the Union and several of the largest companies, namely, Canada Steamship Lines, Limited, Paterson Steamships Limited, Colonial Steamships Limited, and the Sarnia Steamships Limited.

The agreements recognized the Canadian Seamen's Union as the "sole and exclusive" collective bargaining representatives for the unlicensed personnel employed on the vessels of each of the companies. Employees covered by the agreements who were union members as of the date of the agreements, or who might later become members, required to remain members during the effective term of the agreements, which were fixed to run from August 1, 1946 to December 31, 1947. The companies agreed that all unlicensed personnel to be hired would be requested through the office of the Union and through the medium of the Seamen's Section of the National Employment Service. The actual selecting, hiring and dismissal of seamen would be in the discretion of the Master and/or Chief Engineer of the vessel. Provision was made for grievance procedure, and when the parties were unable to reach a satisfactory settlement of a grievance or dispute involving the interpretation or violation of the agreement, it

was provided that such a matter would be referred to arbitration by a Maritime Adjustment Board composed of three members. Clauses were also included providing for the election of a Ship's Delegate for each vessel, whose rights and duties were defined, and for the boarding of vessels by Union officers under certain conditions. Eight statutory holidays were recognized and rules were set out for their observance whether a vessel was on the run or in port. General wage increases were granted amounting to 12½ per cent for the remainder of the 1946 navigation season, with an additional 7½ per cent payable for the 1947 season. The increases would be equivalent in all to 7-9 cents per hour. Conditions under which overtime would be paid were also set out. The regular hours of work for unlicensed crew members were fixed at eight hours per day to be worked on a three-watch system. Final decision as to how the eight-hour day would be applied to deckhands was left in abeyance for a period of thirty days, before the expiration of which the parties would be called by the Deputy Minister of Labour to review the situation in the light of any action taken by the Dominion Government to extend the system of employing linesmen.

A more complete summary of the collective agreements will appear in the next issue of the *LABOUR GAZETTE*.

Steelworkers, Ontario and Nova Scotia.—During the course of the inquiry of the Standing Committee on Industrial Relations of the House of Commons into the strike affecting The Steel Company of Canada, Ltd., Hamilton, Ont., the Dominion Steel and Coal Corporation, Ltd., Sydney, N.S., and Algoma Steel Corporation, Ltd., Sault Ste. Marie, (see *LABOUR GAZETTE* for July and August), the Committee appointed Mr. L. W. Brockington, K.C., C.M.G., of Ottawa, as a special mediator to try to effect a settlement. Several joint and separate conferences of the parties were convened by the conciliator but he was unable to bring about a settlement.

The recommendations of the Industrial Relations Committee contained in its report to the House of Commons (which are printed in full elsewhere in this issue) referred only indirectly to the basic steel dispute. Following the adoption of the Committee's report, officers of the Department of Labour again entered into conversations with representatives of the union and the three steel companies. These negotiations reached a climax on September 6 when the Government's plan for settlement of the strike was placed before the national director of the United Steelworkers of America and

the heads of the Canadian Congress of Labour.

The plan proposed an immediate return of work of employees, with the Government Controller guarding against any discrimination by the companies or the union towards strikers or non-strikers. The Controller would apply to the appropriate wage board for wage increases and recommend that authorization for same be issued. Under the wage proposals a general increase of 10 cents per hour retro-active to April 1, 1946, would apply to the employees at the struck plants of all three companies. In addition, the employees of the Ontario companies would receive graduated increases effective from the date on which work was resumed, as follows: 2½ cents per hour for employees receiving from 64½c. to 74½c. per hour; 2 cents for those receiving from 75c. to 84½c. per hour; 1½c. for those receiving from 85c. to 94½c. per hour; and 1 cent for those receiving 95c. per hour or more. The graduated increases proposed for the employees of the Dominion Steel and Coal Corporation, Ltd., at Sydney, N.S., were the same as above except that the 2½-cent increase would be paid to the group of employees receiving from 59½c. to 74½c. per hour.

Other proposals included a minimum of six statutory holidays, to be paid for at the rate of time-and-one-half, if worked; vacations with pay of one week after one year's service, two weeks after five year's, and three weeks after twenty-five year's, effective from September 1, 1946; the question of the 5c. wage differential between the basic rates for workers at Sydney and those in Ontario to be decided by the National War Labour Board following the resumption of work; the Controller's application for wage increases, as indicated, to be without prejudice to any applications made by the union for further increases.

It was also stated that the Government "recommends and requests" that the parties refer to arbitration the questions of union security, payment for statutory holidays in a manner other than proposed in the Government's plan, and any other matters in dispute.

The Government's proposals were put before meetings of members of the local unions at Hamilton, Sault Ste. Marie and Sydney on September 8 and 9, but were rejected on a show of hands.

Foundry Workers, British Columbia.—Reference was made in the August issue of the LABOUR GAZETTE to the appointment of Mr. David Whiteside, K.C., of New Westminster, B.C., as Industrial Disputes Inquiry Commissioner to investigate matters in dispute affecting twenty-nine foundries in the Vancouver area and their employees, some being members

of Local 281, International Moulders and Foundry Workers' Union of North America (A.F.L.-T.L.C.) and some being members of Local 289, International Union of Mine, Mill and Smelter Workers (C.I.O.-C.C.L.). Work was resumed at all the foundries on August 5, following the decision of Local 289 to terminate the strike it had called at some of the foundries and to discontinue the picketing of other establishments, where Local 281 is bargaining agency for the employees. This decision was made upon receipt of an announcement that the British Columbia Regional War Labour Board would withdraw Findings and Directions which had approved joint applications from Local 281 and certain employers for general wage increases of 10 cents per hour and had rejected joint applications from Local 289 and some other employers for general wage increases of 15 cents per hour. The Commissioner's investigation was still in progress at the end of the month.

Chemical Products Workers, Amherstburg, Ont.—The appointment of Magistrate J. A. Hanrahan, of Windsor, as an Industrial Disputes Inquiry Commissioner to deal with a dispute between Brunner Mond Canada, Limited, Amherstburg, Ont., and its striking employees, members of Local 89, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, was reported in the August issue of the LABOUR GAZETTE (page 1083). The report of the Commissioner was received on August 5 and released to the parties and the press. It indicated that the four questions in dispute concerned increased wages, "union security", two weeks' vacation with pay for employees with one year of service and a shorter work week. The Company had offered a general wage increase of 10 cents per hour, subject to the approval of the Regional War Labour Board. It claimed that its present policy of providing one week's vacation with pay for all employees and two weeks for those having five year's service was in advance of prevailing practices in the district. It was "in sympathy" with a shorter work week, but believed it was impractical at present owing to the labour situation. The Company was not prepared to accept any form of union security, and would not consent to any form of arbitration of the differences existing.

Summing up the situation, the Commissioner stated that the Company had steadfastly refused to negotiate concerning "the one really controversial point remaining in this dispute", namely, some form of union security for workers. The contract had expired in November, 1945, and amendments suggested by the employees had been submitted in Sep-

tember, 1945. Members of the negotiating committee complained bitterly of what they described as the disheartening delaying tactics of the company until July, when strike action was taken. This factor, stated the Commissioner, had undoubtedly contributed to the very firm demand for some form of union security, and warranted the conclusion that it came from deeply affronted employees rather than having been inspired by union officials. The Commissioner said he had formed a clear impression that "this was not a union inspired strike".

The Commissioner also referred to "absentee policy-makers" who had apparently given to counsel for the Company "inflexible instructions to say 'no' to all suggestions as to some form of union security", and stated that this situation made further conciliation efforts with counsel regrettably futile.

The Commissioner recommended that the Minister of Labour personally intervene with a view to persuading company officials to submit the whole question to arbitration, adding that he had no doubt that this suggestion would be accepted by the workers.

On August 6 the Minister of Labour, pursuant to the Commissioner's recommendation, wired both Company and union officials endorsing the suggestion of arbitration and suggesting that it be given earnest consideration. The union replied that the question would be "discussed thoroughly". The reply of the Company took issue with the statement that the agreement had expired in November, 1945, since the union had not given formal notice of termination, and reviewed the history of negotiations, which it claimed were not at any time delayed by the company. It claimed that the union representatives had been unable to agree among themselves on certain proposed amendments, and had increased their demands during the period of negotiations. The company also charged that the Commissioner's report did not deal with the illegal aspects of the strike and the character of the picketing; that the statement that it was unalterably opposed to any form of union security was "too broad", since its opposition had been to the union shop or closed shop type of union security. The Commissioner was held to be mistaken in his understanding that the local management did not have full power to negotiate an agreement in regard to all matters. The Company also claimed that the reference to arbitration of the union security issue "on the basis of and as recommended by the report" would be unfair from the Company standpoint, and expressed doubt that the workers would accept such a recommendation. Management believed that negotiations to

settle the strike had by no means been exhausted and that they should be resumed at once either with or without the aid of a wholly disinterested person. The basis on which the company was prepared to proceed was stated.

Following receipt of the above-mentioned replies to the Minister's proposal of arbitration, the Commissioner was asked to ascertain if the new statement of the company's position offered any chance of a compromise solution, but a condition of stalemate persisted for several weeks more. As the *LABOUR GAZETTE* went to press, the Minister of Labour again intervened personally in the dispute and conversations were proceeding from which it was hoped that an early settlement would result.

Chemical Products Workers, Windsor, Ont.—It was reported in the August issue of the *LABOUR GAZETTE* (page 1084) that the Minister of Labour had appointed His Honour Judge A. Cochrane, of Brampton, Ont., as an Industrial Disputes Inquiry Commission to deal with a dispute between Canadian Industries, Ltd., Windsor Works, and its employees represented by the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195. The report of the Commissioner was received on August 21 and promptly released to the parties and to the press.

Dealing with the four questions in dispute which had been referred to him, the Commissioner reported that it seemed apparent that the issues of shorter hours of work, provisions in the collective agreement giving formal recognition to the existing practice with regard to vacations with pay, and grievances over job evaluation, could have been disposed of readily and amicably if the other matters in dispute could have been agreed upon. With regard to the union's wage demands, the Commissioner reported that the Company had submitted an offer in writing proposing wage increases which would have the effect of increasing the average rate of the employees by 10 cents per hour. Under the new wage schedule proposed by the Company, some 346 employees would receive increases varying from 10 to 19 cents per hour, 72 would receive increases varying from 1 to 9 cents per hour, and 29 would receive no increase at all for the reason that they were presently receiving an "artificial" rate of pay, i.e., a rate higher than that approved by the Regional War Labour Board, but which rate had been in effect prior to the Board's approval. The Company also made it clear that it was prepared to reconsider the proposed wage rates at an early date in the light of wage schedules

then prevailing in other industries in the district, and if it were shown that the rates being paid by the Company were low the Company would increase them accordingly.

The union objected to the fact that under the Company's wage proposals some employees would not receive any increase, while admitting that the Company's wage scheme would probably cost it more than would the suggestions made by the union's representatives. The bargaining committee of the union maintained that any revision of wages should be based upon the increased cost of living as well as other factors, and that there should be a flat increase in wages "across the board" with provision for a review of wage differentials at a later date.

Although the Commissioner's terms of reference did not include matters relating to the union's demands for the union shop and check-off, for the reason that these had been dealt with a short time earlier by a Board of Conciliation, the Commissioner reported that it became clear during the course of his negotiations that there could be no settlement without some form of "union security" being granted and that, to the union, it was a matter of paramount importance. The Company made it equally clear that it would not go further along that line than that which had already been offered by way of extending privileges to the union stewards facilitating the collection of union dues at the Works during non-working time and on pay-days. During the course of the Commissioner's inquiry direct negotiations took place between the parties on the question of "union security" and although the matter was outside the scope of his investigation the Commissioner reported upon the attitude of the parties in that connection. He stated that at no time did the Company express willingness to grant even a modified form of "union security" and that it was obvious that at no time during the negotiations did it intend to do so. The union was, in the opinion of the Commissioner, prepared to accept a considerable modification of its original demands in this regard. The Commissioner said that he

had been advised by union representatives that over 90 per cent of the workers in the plant were members of the union, and that "this being so, the demand for some form of union security could hardly be classed as unreasonable". The Commissioner concluded that there was "at present no possibility of a settlement of any of the matters in dispute unless the Company modifies its position on this matter".

Before the Commissioner presented his report the proposals of the Company with regard to wages and other matters were presented to a mass meeting of the employees. It was reported back to the Commissioner that, apart from the matter of hours of work, the union membership rejected all of the Company's proposals. The union was prepared to recommend to its membership a settlement of the wage question on the basis of an increase of 10 cents per hour retroactive to January 1, 1946, and a further increase of 6½ cents per hour retroactive to June 27th; but on the "union security" issue, it was not prepared to recommend anything short of the Rand formula. It would also insist on provision for vacations with pay being made in the collective agreement so that the employees would receive them as a matter of right and not solely at the discretion of the management.

Following this breakdown of negotiations, the Commissioner made a further effort to find a solution, but after interviewing both Company and union representatives concluded that it was useless to proceed further. In making his report he declared that he could not see that there was anything to be gained by making recommendations with regard to the matters set forth in the terms of his appointment and he refrained from doing so.

Shortly before the LABOUR GAZETTE went to press, the Deputy Minister of Labour made an appeal to the parties to get together, stating that it was believed that their existing differences were capable of settlement by the usual collective bargaining methods. An early settlement of the dispute was anticipated as a result of the ensuing discussions.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. Because of limitation of space it is not possible to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Fur and Leather

MONTREAL, P.Q.—A. HOLLANDER AND SON LIMITED and THE INTERNATIONAL FUR and LEATHER WORKERS UNION of THE UNITED STATES AND CANADA (LOCAL 54)

Agreement to be in effect from December 1, 1945, to November 30, 1948. The company recognizes the union as bargaining agent for its members. All eligible employees must join union three weeks after employment. Check-off: the company shall deduct monthly from employees' pay, who so authorize it, union dues and assessments, which will be imposed uniformly and shall remit same to the union. Any increase or assessment to be approved by all members affected.

Hours of work: 9 per day Monday through Friday, a 45-hour week. Overtime: time and one-half for work in excess of 9 hours per day, and for all work on Saturdays, Sundays and 4 specified holidays. Christmas Day will be a holiday with pay. Vacation: one week with pay equivalent to 2 per cent of regular earnings during previous year to employees with 6 months' or more employment with the company.

Wage rates: as from December 1, 1945, all machine fleshers shall receive a 12½ cents per hour increase and all others a 10 per cent increase, while commencing December 1, 1946, all machine fleshers shall receive a further increase of 5 cents per hour and all others an additional 5 per cent increase, subject to the approval of the Regional War Labour Board.

Provision is made for seniority rights and grievance procedure.

MONTREAL, P.Q.—THE ASSOCIATION OF HANDBAG MANUFACTURERS and THE INTERNATIONAL FUR and LEATHER WORKERS UNION of THE UNITED STATES AND CANADA, LOCAL 440 (POCKETBOOK WORKERS UNION OF MONTREAL).

Agreement to be in effect from June 27, 1946, to July 1, 1947, and until July 1, 1948, unless 60 days' notice is given. The employers recognize the union as the sole agent and representa-

tive of all eligible employees, who as a condition of employment must be members of the union. The employers agree to obtain any new help from the union if available; any others taken on must join the union within 2 weeks of starting to work. There is to be no discrimination either by the employers or workers.

Hours of work: 8½ per day Monday through Thursday, 8 on Friday, a 42-hour week. Overtime: time and one-half for all work in excess of these hours and for all work on Saturdays. Vacation: one week with pay equal to 2 per cent of gross earnings during preceding year to employees with one years' seniority in industry and at least 6 months' with present employer.

Wage rates: subject to the approval of the Regional War Labour Board all employees with at least 3 months' service with their present employers prior to effective date of present agreement shall receive an increase of \$2.50 per 42 hour week over their present weekly wages. The union and the association will meet for the purpose of determining and establishing the craft or occupational classification of employees in the factory governed by the agreement. Minimum weekly rates will be determined including those for apprentices and new apprentices employed after the effective date of agreement to be incorporated as a supplement to the present agreement.

Provision is made for grievance procedure and for division of work in slack times.

Manufacturing: Textiles and Clothing

MANUFACTURERS' GUILD and INTERNATIONAL LADIES' GARMENT WORKERS' UNION, DRESS-MAKERS' LOCAL 262 and DRESSCUTTERS' LOCAL 205.

Agreement to be in effect from August 1, 1946, to July 31, 1947, and for another year to July 31, 1948. This agreement is a renewal of previous agreements summarized in the *LABOUR GAZETTE* for April 1946, p. 496, with the following changes:

Hours of work: 8 per day Monday through Friday, a 40-hour week, no work to be performed or permitted on Saturday or Sunday of any week. Overtime: the first 4 hours of overtime worked in a week between 5 and 6 p.m. shall be paid for at regular rates, all overtime after 6 p.m. shall be paid for at time and one-half. Wage rates: weekly workers—10 per cent increase over actual prevailing rates; piece workers—5 per cent increase over actual piece work prices or rates prevailing. Parties agree to make joint application to Minister of Labour and/or Regional War Labour Board for authority to reduce hours and increase wage rates and also for the extension of the 40-hour week to the entire industry of the Province of Quebec as governed by the Decree 3519. Provision is also made for the setting up of a health and sick benefit fund, to which the employers shall

contribute $\frac{1}{2}$ of 1 per cent of the weekly payroll and employees $\frac{1}{2}$ of 1 per cent of their wages, the fund to be administered jointly by the employers' guild and the union.

Manufacturing: Pulp, Paper and Paper Products

THOROLD, ONT.—BEAVER WOOD FIBRE CO. LTD. AND THE BEAVER CO. LTD. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, LOCAL 192 AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 228.

Agreement to be in effect from May 1, 1946, to April 30, 1947, and thereafter from year to year subject to 30 days' notice. This agreement is similar to one previously in effect and summarized in the *LABOUR GAZETTE*, September, 1944, p. 1138 with the following changes:

Vacation: after 5 years continuous service 2 weeks with pay. Hourly wage rates: subject to the approval of the War Labour Board effective May 1, 1946, or should the latter decline approval of the joint application for the general wage increase and subsequently go out of existence during the current contract year the company agrees to pay the amount of the increase retroactive to May 1, 1946, if permitted to do so under the Provincial and Federal Laws and the regulations of the Income Tax Department. Rates for some classes: wood room—sawman 85 cents, labourers 76 cents; grinder room—foremen 90 cents to \$1.11, grindermen, wood handlers 85 cents, screen operator 80 cents; lapping—wet machine operator and cleaner 78 cents; continuous beater—78 and 81 cents; board mill beaters—head beatermen \$1.17, others 78 to 92 cents; board machine—shift foreman \$1.47, machine tenders \$1.22, back tenders \$1.02, other machine hands 79 to 95 cents, others 78 and 80 cents; news machine—machine tenders \$1.53, back tenders \$1.36, other machine hands 86 cents to \$1.12, oilers 82 cents; steam power—engineers 98 cents and \$1.06, firemen 89 cents; electric power—operators and maintenance \$1.01; sizemen 93 cents; finishing (news) 82 cents to \$1.01; shippers 82 and 88 cents; mechanical department—millwrights, pipefitters, bricklayers, blacksmiths and carpenters \$1.01, painters 89 cents; yard—checkers \$1.01, others 76 to 87 cents, varnish makers 85 cents; sweepers 78 cents.

KAPUSKASING, ONT.—SPRUCE FALLS POWER AND PAPER COMPANY, LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 523), THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 89) AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (LOCAL 1149).

Agreement to be in effect from May 1, 1946, to April 30, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the unions as the agencies representing all eligible employees. Maintenance of membership: any employee who is now or later becomes a member of any of the signatory unions shall as a condition of continued employment maintain such membership in good standing. New employees eligible for membership in one of the signatory unions must join such union after 30 days.

Hours of work: 8 per day, 6 days a week, a 48-hour week for both day and shift workers. Overtime: time and one-half for work in excess of the above hours and for all work on Sundays

and on New Year's day if the company elects not to operate. Three specified days are paid holidays and employees working any of these days shall receive time and one-half and a day off later on. Vacation: one week with pay after one year's service, two weeks with pay after 5 years' service.

Hourly wage rates for certain classes: rossing plant—saw filer 86 to 94 cents, sawyers 71 cents, others 66 cents; wood room—chippermen 71 cents, others 66 to 69 cents; sulphite—acid makers \$1.08, cooks \$1.15, helpers 69 to 86 cents, blowpitmen 80 cents, stockrunners \$1.03, flat screen operators 66 cents, wet machine tenders 70 cents, dry machine tenders \$1.17, back-tenders 92 cents, third hands 76 cents, fourth hands 68 cents, dry pressmen 72 cents, dry press helpers 69 cents; dryer machine—machine tenders 97 cents, cuttermen 74 to 78 cents, weighers 83 cents, bale handlers 78 cents, others 66 to 72 cents; paper mill—machine tenders \$1.89, back tenders \$1.72, third hands \$1.32, fourth hands 92 cents, fifth hands 84 cents, others 66 to 73 cents; finishing room—rollfinishers, reliefmen 69 cents, truck operators 81 cents, printer and trucker 90 cents, others 66 to 73 cents; groundwork—magazine loaders, cleaners 66 cents, stone sharpeners 96 cents, panel board operators 76 cents, grindermen 78 cents, others 66 to 71 cents; mixing room—stockrunners \$1.07, others 74 to 87 cents; steam—turbine operators 84 to 99 cents, boiler operators 72 cents, firemen 68 to 90 cents; electric boiler operators 72 cents; steamfitters 90 to 99 cents, steamfitters' helpers 74 to 81 cents, locomotive crane operators 86 to 99 cents, coal passers 69 to 72 cents; electrical—electricians 81 to 99 cents, substation operators 95 cents, assistants 66 to 76 cents, paper mill operators \$1.04, assistants 89 cents, motormen 83 cents, hydro operators 95 cents, assistants 66 to 76 cents; maintenance—machinists 81 cents to \$1.05, tin-smiths, pipefitters, millwrights, carpenters, patternmakers 90 to 99 cents, helpers 74 to 81 cents, painters 83 to 91 cents, painters' helpers 68 to 72 cents, oilers 68 to 85 cents, labourers 66 cents; technical—paper testers 76 cents, paper inspectors \$1.72, sulphite strength testers 85 cents, others 66 cents, railroad—conductors, engineers 99 cents, brakemen, firemen 87 cents, hostlers 77 cents, labourers 66 cents.

Provision is made for seniority rights, grievance procedure and an apprenticeship plan.

KAPUSKASING, ONT.—SPRUCE FALLS POWER AND PAPER COMPANY LTD. AND THE OFFICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 166.

Agreement to be in effect from May 1, 1946, to April 30, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees. Maintenance of membership: any employee, who is now a member of the union or who becomes or is reinstated as a member, shall as a condition of continued employment maintain such membership in good standing by regular payment of union dues. New employees eligible for membership shall join the union immediately unless specified as temporarily employed on probation (not to exceed 9 months). There shall be no discrimination imposed upon any employee for union or non-union membership or activity.

Hours of work: schedule of hours of work shall be arranged by the company giving due consideration to the preference and convenience of employees. However, no schedule will be arranged to exceed present schedules without

consultation with the union. Overtime: company agrees to maintain sufficient clerical staff to avoid excessive overtime work. Employees covered by the agreement, except those engaged in the hotel and laundry, shall be allowed $5\frac{1}{2}$ specified statutory holidays. When an employee (other than hotel and laundry) is required to work on one of these days he shall be entitled to a day off if he works $\frac{1}{2}$ a day or more and to a day and one-half off for working a full day. Vacation: 2 calendar weeks with pay for employees employed by company prior to the first of the year. If these employees take 2 weeks at one time they shall be given from the Friday noon before till the Monday noon following their 2 weeks.

Monthly wage rates: messengers and assistant checking clerk \$70 to \$100, junior clerks, sample boy and checking clerk \$90 to \$140, stenographers, clerk, assistant clerk, typist and laboratory assistant \$100 to \$140, in latter two groups individuals without commercial training nor previous business experience may be hired at \$80 and \$90 respectively for a 9 months probationary period; clerks, senior stenographers, telephone operator and paper day tester \$120 to \$160; warehouseman, apprentice draughtsman and statistics clerk \$120 to \$170; employment clerk, compensation clerk and secretary \$140 to \$185; various clerks and car checker (railroad) \$140 to \$200; clerks, material man, statistician and assistant timekeeper \$170 to \$225; planner, cashier and clerks \$195 to \$255; internal auditor, assistant cost accountant and clerks \$250 to \$310; shipper, mill accountant, timekeeper and traffic supervisor \$280 to \$340.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

BEDFORD, P.Q.—THE TORRINGTON COMPANY LTD. AND THE NATIONAL UNION OF NEEDLEWORKERS, LOCAL 1.

Agreement to be in effect from October 22, 1945, to October 21, 1946, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Hours of work: 9 per day Monday through Friday, 5 on Saturday, a 50-hour week. Overtime: time and one-half for work in excess of 50 hours in a week and for all work on Sundays and 11 specified holidays. Men called out for emergency work at night will also be paid at time and one-half. Vacation: one week with 50 hours pay to employees with one or more years' continuous service, to those with 9 months' service one week with 30 hours pay, to those with 6 months' service one week with 20 hours pay, and to those with 3 months' service one week with 10 hours pay. No vacation pay will be granted employees with less than 3 months' service.

Wage rates of all employees covered by the agreement shall be increased by 5 per cent over the regular rate. The schedule of hourly rates and piece work rates fixed by the company is available to the union president. Male employees 18 years old or over after 3 months employment shall be paid a minimum of 40 cents per hour and female employees and male employees under 18 years a minimum of 30 cents per hour on day work operations only. A 5 cents per hour night shift premium shall be paid to employees who work on a night shift. The union may reopen the matter of pay dif-

ferential for working shifts if the company should decide to operate multiple shifts.

Provision is made for seniority rights, grievance procedure, leave of absence to not more than 2 employees at a time to attend union conventions, and for necessary protective devices and other equipment for the purpose of protecting employees from injury.

BRANTFORD, ONT.—COCKSHUTT PLOW COMPANY LTD. AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 458.

Agreement to be in effect from March 25, 1946, to March 24, 1947, and thereafter from year to year subject to 10 days' notice. The company recognizes the union as the sole and exclusive bargaining agency for all eligible employees. Check-off: the company agrees to deduct, upon the member's authorization, the initiation fee and the monthly union dues from the employee's pay and remit to the union. There shall be no discrimination because of membership or non-membership in the union.

Hours of work: either $43\frac{1}{4}$ or 48 per week according to type of work performed, that is, $8\frac{1}{4}$ hours Monday through Friday, or 10 on Monday and $9\frac{1}{2}$ Tuesday through Friday. Overtime: time and one-half for work in excess of 48 hours a week, and for all work on Sundays and 6 specified statutory holidays. Vacation: one week with pay for employees with one or more years' seniority. A recess period of 10 minutes will be allowed each morning. Female employees shall be allowed to quit work at the end of each half shift 5 minutes before the regular time.

Wage rates presently in effect shall be maintained for the duration of the agreement. Neither party shall make an application to the Regional or National War Labour Boards until it has discussed the matter with the other party.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Non-metallic Minerals and Chemicals

MONTREAL, P.Q.—MONTREAL COKE AND MANUFACTURING COMPANY AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 238.

Agreement to be in effect from October 30, 1945, to November 1, 1946, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as exclusive bargaining agency for all eligible employees. There shall be no discrimination because of membership or non-membership in the union. Checkoff: the company will, upon employee's authorization, deduct union dues from employee's pay and remit same to the union.

Hours of work: 8 per day, six days per week, a 48-hour week, except garage employees who work 54 hours per week, trimmers who shall work at any time to load or unload boats and coal transfer operators who may work 12 hours per day but receive overtime after 48 hours per week. Overtime: time and one-half for work in excess of the above hours and for all work on the seventh day and on seven specified statutory holidays. Vacation: 7 days with pay for all employees with one year's seniority and an additional day for each year of service more than 7 up to a maximum of 14 days.

Hourly wage rates (subject to the approval of the Regional War Labour Board) including 3 cents per hour increase, include: coal handling

—operators 73 to 83 cents, flue dust man 58 cents; coke handling—operators 73 cents, truck loader 68 cents; ovens—assistant heater, machine men and chief patcher 88 cents, other labour 85 cents; by-product—engineers 76 to 85½ cents, saturator 73 cents, stillman 68 cents, utility utility man 62 cents and purification 58 cents; producers—engineers 76 to 85½ cents, charger 73 cents, ashman 68 cents; mechanical—machinist 90 cents, boiler maker, welder and mechanic class "A" 86 cents, mechanics class "B" "C" & "D" 73 to 83 cents, blacksmith and pipefitters 83 cents, carpenter 79 cents, handyman 69 cents, oiler and greaser 68 cents; electrical—electrician 83 cents, helper 73 cents; steam station—engineers 78 to 85½ cents, firemen 73 cents, boiler patcher 63 cents; laboratory—chief sampler 78 cents, sampler 68 cents; locomotive and crane crew—crane operator 83 cents, locomotive engineer and brakeman 78 cents, fireman, crane greaser and night hostler 68 cents; coal boat trimmers—signal man 88 cents, bucket man 84 cents and shovel man 74 cents; garage—truck mechanic 73 cents, drivers 63 cents, helpers 58 cents; labour—track man and labourer dumping oxide box 63 cents, all other labourers 58 cents.

Provision is made for seniority rights and grievance procedure.

MONTREAL, P.Q.—THE MARTIN-SENOUR COMPANY LTD. AND THE UNITED MINE WORKERS OF AMERICA, LOCAL 13077.

Agreement to be in effect from October 25, 1945, to October 24, 1946, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. Check-off: company to deduct, upon employee's authorization, union dues from employee's pay monthly and remit same to the union.

Hours of work: 9 per day Monday through Thursday, 8 on Friday, a 44-hour week. When two shifts are used the night shift will work a 5 day week as above but the day shift will work 8 hours per day Monday through Friday and 4 hours on Saturday. Overtime: time and one-half for work in excess of these hours, double time for all work on Sundays and 7 specified holidays, 4 of which are paid holidays providing the employee works on the first working day following the holiday unless prevented from so doing by sickness. Vacation: one week with pay to employees with one year's continuous service, 2 weeks with pay for those with 5 or more years' continuous service. Ten minute rest periods will be granted employees during morning and afternoon. A five minute wash-up period before quitting time will be granted all employees except those in the mixing department who will be allowed 15 minutes.

Starting hourly wage rates: Male employees, paint factory—labourers 55 cents, helpers 57 cents, cappers 58 cents, fillers 59 cents, mixers and millmen 61 cents, shaders 62½ cents and charge hands 67½ cents; varnish factory—labourers 55 cents, helpers 57 cents, fillers 59 cents, pumpmen 62 cents, thinning men 63 cents, cookers and charge hands 67½ cents; receiving, packing and shipping—labourers 55 cents, helpers 57 cents, packers 59 cents, shippers and receivers, warehousemen 60 cents, charge hands 67½ cents; insecticide production—labourers 55 cents, fillers 59 cents, charge hands 67½ cents; general department—an overall increase of 5 cents per hour over present rate to all employees in this department (except fourth class

engineers and youths) to be considered as increases to individual employees and not as new rates for the different jobs. Youths will be paid 38 cents per hour, unless assigned work ordinarily done by men. Female employees—labellers 38 cents, cappers 41 cents, labelling machine operators, fillers 43 cents; fillers to receive 5 cents extra when filling shellac, insecticides, aluminum, gold bronze and paint remover. Two increases of from 2½ to 6 cents per hour each may be granted to individual employees according to merit. A premium of 5 cents per hour will be paid to employees working on the night shift.

Provision is made for seniority rights, grievance procedure, a group insurance plan and a Labour-Management Committee.

Construction

CALGARY, ALTA.—DECORATING CONTRACTORS ASSOCIATION (CALGARY BUILDERS' EXCHANGE) AND INTERNATIONAL BROTHERHOOD OF PAINTERS, DECORATORS AND PAPER-HANGERS OF AMERICA, LOCAL 583.

Agreement to be in effect from July 1, 1946, to June 30, 1948, and thereafter from year to year by mutual consent in writing; six months' notice required for any change.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and one-half for work in excess of these hours and for first 8 hours on Saturday; double time after 8 hours on Saturday and for all work on Sundays and 8 specified holidays.

Wage rates: \$1 per hour for paper hangers and painters in any capacity. Rate of pay for extra hazardous work to be settled by negotiations between employer and employee. Where a night shift is employed 8 hours' pay shall be paid for 7 hours' work. Any man acting as foreman to 3 or more journeymen shall receive 10 cents per hour extra.

Provision is made for an apprenticeship plan and grievance procedure.

CALGARY, ALTA.—THE CALGARY GENERAL CONTRACTORS ASSOCIATION AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1779.

Agreement to be in effect from July 1, 1946, to April 1, 1948, and thereafter from year to year by mutual consent. Sixty days' notice must be given by either party desiring to change, add to or amend the agreement.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and one-half for work in excess of the regular hours; double time for work on Sundays and 8 specified holidays. No work on Labour Day except where safety to life or property make it necessary.

Wage rates: \$1.10 per hour minimum, any time worked after 5 p.m. or before 8 a.m. shall be paid for at the rate of time and one-seventh if these hours are part of the regular 8 hour shift. Foremen in charge of work shall be paid at least 10 cents per hour extra.

EDMONTON, ALTA.—GENERAL CONTRACTORS ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1325.

Agreement to be in effect from June 13, 1946, to March 31, 1947, and thereafter sub-

ject to 60 days' notice. The association recognizes the union as the exclusive bargaining agency for all carpenters. Union members to be given preference of employment when available.

Hours of work: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. Overtime: time and one-half for work in excess of the regular hours, double time for all work

on Sundays and 7 specified holidays. In cases where more than one shift is worked in 24 hours the day shift only may be 8 hours, all other shifts shall be 7½ hours work for 8 hours pay.

Wage rates: \$1.10 per hour minimum. Carpenters in charge of work with a crew of 5 or more shall be paid a minimum of 10 cents per hour extra.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of ten new agreements, the amendment of thirteen others and the correction of three of them, all of which are noted below. Requests for the amendment of the agreements for building trades at St. Jerome, for the dress manufacturing industry for the province, for building trades at St. Jerome, for both the work glove and the fine glove industries for the province, for bakers at Granby and for building trades at Sherbrooke were all gazetted July 27. Requests for amendments of the agreements for men's and boys' hat and cap industry for the province and for the wholesale fur industry at Montreal were published August 3. A request for the addition of one party to the agreement covering clerks and accountants at Jonquière, as well as requests for a further amendment of the building trades' agreement at St. Jerome and for an amendment of the barbers' and hairdressers' agreement at Valleyfield were gazetted August

10. Requests for amendments to the agreements for the corrugated paper box industry for the province, for barbers at Rouyn and Noranda, for retail stores at St. Hyacinthe and for the fur industry at Quebec were gazetted August 17.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

TANNERY INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 17, and gazetted July 27, amends the previous Orders in Council for this industry (L. G., Mar., 1945, p. 349, April, p. 517; May, 1946, p. 627; June, p. 782, Aug., p. 1092). "Le Syndicat National des Tanneurs et Corroyeurs inc." of St. Hyacinthe is added as a co-contracting party. Hours of work are distributed as follows: stationary enginemmen and maintenance men (millwrights) 11 hours per day from Monday to Friday inclusive, 5 hours Saturday morning; all other employees, except watchmen, 10 hours per day from Monday to Friday inclusive and 5 hours Saturday morning.

SHOE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 31, and gazetted August 3, and corrected in the August 10 issue, makes obligatory the terms of an agreement between "La Fédération Nationale du Cuir et de la Chaussure du Canada Inc.", the Boot and Shoe Workers' Union, "L'Association des Travailleurs en Chaussures inc." and L'Association patronale des Manufacturiers de Chaussure du Québec." Agreement to be in effect from August 3, 1946, to September 1, 1947, and thereafter from year to year, subject to notice. Territorial jurisdiction is as follows: Zone I comprises the Island of Montreal and within 5 miles from its limits; Zone II the city of Quebec and within 5 miles from its limits; Zone III the remainder of the Province of Quebec. Agreement applies to both male and female workers employed in all operations of the shoe industry, except the manufacture of rubber or composition of rubber molded to shape, rubber heels molded to shape and wooden heel blocks, the rubber part of shoes with uppers fabricated entirely or partially with cemented rubber and any material which, although used in the manufacture of shoes, does not constitute a part of the shoe proper.

Hours: 55-hour week, with the exception of foremen. Eight specified holidays are observed.

Vacation: one week with pay annually after one year's service, at 2 per cent of wages earned by employee from June 1 to May 31 preceding vacation week. An employee is entitled to one week's vacation with pay, if he has worked at least 6 months for the same employer.

The number of male apprentices in a factory must not exceed 10 per cent of the total number of male employees in classes 1, 2, 3 and 4.

Wages: There are six main classes, minimum rates for which are shown in the accompanying table. Operations included in each class are as follows:

Class 1: in the pattern maker department—designing patterns, cutting out pieces from original pattern, grading patterns; in the cutting department—cutting outside, cutting openings, straps and strips cutting or emptying cutout with knife by outside cutter, examining after cutting; in the sole leather department—cutting up, stripping sole leather, cutting in leather the sole and tap sole, stripping, levelling, jointing welt, sorting sole, channelling, preparing heel; in the lasting department—pulling over (including glueing, laying box toe), pulling and tacking counter, lasting by machine, lasting by hand, slicking upper to last, sewing by hand upper of moccasin or boot, fixing welt, cobbler (who lasts, stitches and repairs); in the making department—rough rounding, trimming sole before stitching, sewing (also cementing pigging, standard screw, loose nailing) sole or shoe, heeling, trimming heel, scouring heel, trimming edge, fixing skate; in the finishing department—edge setting on machine, treeing; in the sewing department—stitching vamp or outside counter.

Class 2: in the cutting department—cutting outside of Indian specialties; in the sole leather department—recutting block soles, cutting in leather insole, middle sole, slip sole, top piece, box toe, counter, heel pad, shank, lift, rounding insole, sorting leather insole, fairstitching; in the lasting department—moulding counter on upper, assembling, covering insole, blocking soft sole slippers, turning upper, laying sole with tacks or staples, cement process; in the making department—fairstitching, levelling bottom, slugging heels; in the finishing department—sanding sole.

Class 3: in the pattern making department—binding or welding pattern; in the cutting department—cutting lining (except leather), cutting soft leather sole, crimping; in the sole leather department—cutting in any material except leather, the sole, tap sole, insole, middle sole or slip sole, cutting, rolling, splitting and sorting head, belly and pieces, skiving sole or insole, skiving cookie or counter, moulding sole or insole, pressing heel on automatic press; in the lasting department—placing last in upper, lasting heel seat on automatic machine, forming toe or counter on machine, blocking baby soft sole shoes, pounding upper, trimming insole, inspecting, ironing or flaming upper after lasting or blocking, welt and stitchdown processes, blocking, sewing Indian specialties; in the making department—nailing heel seat, nailing sole on wedge heel, pressing wooden heel, nailing shank or toe, gouging heel breast, separating stitches, trimming crepe sole, jointing, scouring edge; in the finishing department—edge setting on wheel or brush, veneering, stoning or burnishing heel, finishing bottom.

Class 4: in the pattern maker department—tracing and cutting out patterns; in the cutting

department—cutting lining in leather or imitation leather, cutting or emptying cutout with knife by lining cutter; in the sole leather department—cutting lifts, half lifts from leather remnants, skiving sole edge (cement process), trimming middle sole, slip sole and shank, opening channel, building and tacking leather heel, cementing and glueing rands; in the lasting department—glueing counter, placing counter in upper, lasting cover by machine or by hand, lasting heel seat of slippers with cement, steaming upper of slipper, beating welt and seam, skiving and tacking welt end; in the making department—opening channel, rubbing down stitch, trimming lip of Louis heel, sanding heel breast, trimming corner of sole for Cuban wooden heel, scouring heel breast, fudge wheeling; in the finishing department—cutting cutout with knife, beating toe or counter, examining, cleaning, repairing.

Class 5: in the pattern maker department—filing, sanding and stamping patterns; in the cutting department—cutting from remnants lining in leather or imitation leather, cutting openings, perforating with die; in the sole leather department—cutting in any material except leather, the top piece, box toe, counter, shank, heel pad, filler lift, cutting reinforcement, bevelling by hand, gauging sole by machine, sorting according to check, sorting leather remnants by size, splitting, skiving, gimping and moulding counters, splitting sole for full breast heel, perforating heel of sole or perforating for rivets, roughing edge of sole (cement process), splitting sole to obtain an insole, gouging middle sole or slip sole, setting duck on insole, riveting shank piece, fudge wheeling, pressing heel by hand; in the lasting department—tacking insole, trimming insole, turning slippers and baby soft sole shoes, inserting fibre sock lining, filling bottom, tracing shank (cement), cementing edge of upper, first pulling out of last, turning over Indian specialties, pulling out last, glueing lining; in the making department—shank reducing after rough rounding, trimming heel seat of the sole, sorting heels, sanding or scraping wooden heel breast before glueing lip, wetting, adjusting, glueing lip, nailing plate, top piece on heel, inserting, adjusting top piece in plate, relasting, passing welt knife, cutting and pinching welt; in the finishing department—dressing, greasing, wheeling, stamping, bleaching, staining, washing, sponging, gumming, waxing unbuffed bottom, making traced panel, punching bird's eye, staining edge, brushing, cleaning upper, pulling out last, nailing wooden heel after taking out screw, trimming lining, laying metatarsal, cookie, sock lining, heel pad, creasing, moulding counter, ironing lining, spraying or dressing, steaming shoe, lacing, singeing thread ends, labelling, stamping sizes on boxes, inspecting shoe, pairing, boxing, packing, shipping, elevator operators.

Class 6: in the pattern maker department—pattern-maker's helper; in the cutting department—helper; in the sole leather department—slashing sole or insole for flexing, bevelling by machine, flexing on machine, embossing sole, marking size, sanding before laying box toe, shank, counter, insole, sole, heel, laying cookie, staining sole, viscolizing sole, cementing, glueing, wetting, staining when such operations do not belong to another class, building and tacking fibre heel, sanding, cementing, fixing rubber top piece on heel base, heel breasting before fixing; in the lasting department—sorting lasts, chalking last, placing upper on last, glueing lining, laying box toe; pulling out tacks, trimming

upper after lasting, tacking shank piece or filler, cutting twine, unbuttoning, returning lasts to bins, cementing, glueing, wetting, shel-lacking, staining, when such operations do not belong to another class; in the making department—cementing, rubbing own channel, cutting threads, filling bobbin, feeding heeling machine, wetting edge for trimming, opening sole edge, sanding heel seats, removing air from sole; in the finishing department—staining edge or heel, veneering, taking out screw, embossing sock lining, washing or cleaning lining, mopping shoe after treeing, inserting bamboos, wiping edge, messengers and sweepers.

In addition to the above six classes found in the above mentioned departments, the sewing department employees are divided into:

Class A: operations made by hand or machine on the outside part of the upper. Class B: operations made by hand or machine on the lining of the upper. Class C: other operations in this department.

Piece rates: the Joint Committee may accept piece rates instead of hourly rates provided they do not pay less than the minimum hourly rates and that the so established rates are equivalent to the rates paid for similar work in the majority of the shops of the same zone.

MINIMUM HOURLY WAGE RATES IN SHOE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

	ZONES		
	I	II	III
	\$	\$	\$
Class 1	.75	.71	.66
Apprentice (1st 1200 hours)	.52	.50	.46
Apprentice (2nd 1200 hours)	.63	.60	.55
Class 2	.63	.60	.55
Apprentice (1st 600 hours)	.40	.38	.35
Apprentice (2nd 600 hours)	.52	.50	.46
Class 3	.52	.50	.46
Apprentice (600 hours)	.40	.38	.35
Class 4	.40	.38	.35
Apprentice (600 hours)	.30	.29	.26
Class 5	.30	.29	.26
Class 6	.25	.24	.22
Class A (sewing department)	.35	.33	.31
Class B (sewing department)	.30	.29	.26
Class C (sewing department)	.25	.24	.22
Office employees, truck drivers, maintenance men and watchmen	.31	.28	.26
Foremen in all departments	.75	.71	.66

FUR INDUSTRY (RETAIL), MONTREAL AND DISTRICT

An Order in Council, dated August 7, and gazetted August 10, amends the previous Orders in Council for this industry (L.G., Nov., 1944, p. 1368; April, 1945, p. 517, Aug., p. 1197, Oct., p. 1520). Present agreement to remain in effect until May 1, 1947, and thereafter from year to year until notice. Minimum weekly wage rates: cutters \$44.80 and \$52, operators (male) \$33.60 and \$40.80, operators (female) \$26 and \$32, male finishers \$30 and \$36.40, female finishers \$26 and \$32, blockers \$24 and \$32.80, female coat closers \$32, lining makers who cut and sew \$30, finisher foreladies and female finishers who distribute work to others or who themselves execute entire finishing work \$34, apprentices from \$11.20 during first 6 months to \$20 during fifth 6 months, apprentice cutters or trimmers from \$33.20 during first 6 months to \$42 during sixth 6 months. Any apprentice employed more than half the working time each week in operations

of a higher class than his, shall receive the hourly rate of the class in which he is working. For the territory outside the Island of Montreal in a town of less than 25,000, the above rates may be 15 per cent lower except for apprentices whose minimum rates may not be reduced.

The 40-hour week on the Island of Montreal may be increased to 44 hours at regular rates of pay in the months of September to December inclusive. (The original agreement allowed a 48-hour week in these months.) Outside the Island of Montreal (formerly on a 48-hour week) the regular working week is now 44 hours which may be increased to 48 hours in the months of September to December inclusive.

Manufacturing: Textiles and Clothing

CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 17, and gazetted July 27, extends the term of the agreement (L. G., July, 1943, p. 989; May, 1944, p. 637; Aug., 1946, p. 1093, and previous issues) to October 1, 1946.

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 17, and gazetted July 27, extends the term of the previous Orders in Council for this industry (L. G., April, 1945, p. 517; May, 1946, p. 627, July p. 930, and previous issues) to November 1, 1946.

EMBROIDERY INDUSTRY, MONTREAL

An Order in Council, dated July 17, and gazetted July 27, extends the term of the previous Order in Council for this industry (L. G., Dec. 1944, p. 1514) to October 1, 1946.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX INDUSTRY (UNCORRUGATED), PROVINCE OF QUEBEC

A correction of the Order in Council (L. G., August, 1946, p. 1093) was published in the *Quebec Official Gazette* July 27. This correction does not affect the summary already given.

Another Order in Council, dated August 7, and gazetted August 10, amends the previous Orders in Council for this industry (L. G., Aug., 1945, p. 1197, Oct., p. 1520; Mar., 1946, p. 317, Aug., p. 1093). Minimum hourly rates in Zone I: Females—foreladies 38 cents; hand-work, first class, S & S machine operators, top-piece machine operators, covering machine operators, staying machine operators, tiers, stitchers, four-corner machine feeders 32 cents; hand-fed table gummers 28 cents; non-classified help 25 cents; apprentices 20 and 10 per cent less than minimum rate. The average minimum wage for females, including apprentices, shall not be less than 32 cents per hour. Males—foremen 68 cents; scorers, machineists 60 cents; cutters on knife 53 cents; end-piece operators, truck drivers 48 cents; Brightwood machine operators, four-corner stayer operators, automatic glueing machine operators 54 cents; Brightwood machine feeders 35 cents; splitter operators, circular saw operators 43 cents; bale press operators, maintenance and repairmen, assistant die makers 45 cents; punch operators 40 cents; shippers, colt press operators 52 cents; die makers 68 cents; cylinder box press operators 55 cents; cylinder box press feeders, colt press feeders 41 cents; strippers 30 cents;

stationary enginemen: chief enginemen \$36.95 and \$42.95 per week; other enginemen from 52 to 68 cents per hour; boiler firemen 42 cents; non-classified help 30 cents; apprentices 20 and 10 per cent less than minimum rate. Average minimum rate for male employees shall not be less than 50 cents per hour.

Work performed on any of the specified holidays is now payable at double time.

Apprentices: apprentices not to exceed 20 per cent of the total number of employees engaged in the classified operations, apprentices to serve one year.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated July 17, and gazetted July 27, extends the term of the previous Orders in Council for this industry (L.G., Feb., 1946, p. 187, April, p. 499, July, p. 930, and previous issues) to October 1, 1946.

An Order in Council, dated August 7, and gazetted August 10, makes obligatory the terms of an agreement between "L'Association des Maitres Imprimeurs de Montreal, Inc.", Employing Printers Association of Montreal, Inc. and "La Fédération des Métiers de l'Imprimerie du Canada Enrg.", "Le Conseil Syndical des Métiers de l'Imprimerie, Inc.", "Le Syndicat National des Typographes, Inc.", "Le Syndicat National des Pressiers No. 1 de Montreal, Inc.", "Le Syndicat National des Relieurs, Inc.", "Le Syndicat de l'Industrie de l'Imprimerie de Hull", "Le Syndicat des Imprimeurs de St-Jean, Que.", "Le Syndicat National des Imprimeurs de la Prairie, Inc.", "Le Syndicat National des Employés en Imprimerie de Joliette, Inc." The International Typographical Union, Local 176, The International Typographical Union, Local 145, The International Printing Pressmen & Assistants' Union, Local 52, The International Brotherhood of Bookbinders, Local 91.

Agreement to be in effect from August 10, 1946, to August 9, 1947, and thereafter from year to year, subject to notice. The agreement does not apply to the publication of daily newspapers and certain other exceptions.

Territorial jurisdiction includes the Island of Montreal and within 100 miles from its limits, in the Province of Quebec and is divided as follows: Zone I, the Island of Montreal and within 10 miles from its limits; Zone II, East Templeton, Granby, Hull, Joliette, St. Hyacinthe, St. Jean d'Iberville, St. Jerome, Sherbrooke, Sorel, Three Rivers and Valleyfield and within 2 miles from their limits, with the exception of establishments in Zone II which as at June 15, 1946, were publishing and printing one or more weekly newspapers; Zone III the remainder of the territorial jurisdiction and all those establishments which were excepted from Zone II.

Hours: until January 1, 1947, a 43-hour week in zone I, 47 in zones II and III; on or after January 1, 1947, and until January 1, 1949, the weekly hours of work are decreased annually by one hour in all zones, making the hours from January 1, 1949, 40 hours in zone I, 44 hours in zones II and III.

Overtime shall consist of all time worked by any employee before or after the regular hours of his shift and shall be paid at time and one half for the first 3 hours and double time thereafter. Double time for work between noon Saturday and 7 a.m. Monday; double time for

work on 8 holidays in French shops and 7 holidays in English shops. Holidays with pay: on the same 7 holidays in English shops, and on 7 of the holidays in French shops, regular rates to be paid although no work is done.

Minimum wage rates for day work are shown in the accompanying table. All employees on night shifts to be paid 15 per cent over the hourly rate for day workers. Piece work is prohibited.

Vacation: After one year's services employees entitled to vacation with pay or pay in lieu of vacation on the basis of one-half day for every 25 days of actual work computed from the date of termination of the preceding year's vacation.

Apprentices: The maximum number of apprentices in each department on each shift is limited to one to each three journeymen or fraction thereof. Until August 1, 1948, the parity committee may permit an establishment to hire one apprentice in excess of the ratio to allow a veteran to resume or commence his apprenticeship. Apprentices to serve 6 years. The number of female apprentices shall not exceed one third of the total number of female employees; female apprentices to serve two years.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, SHERBROOKE

An Order in Council, dated August 7, and gazetted August 10, makes obligatory on this industry the terms of a new agreement between certain garages and service stations in the Sherbrooke district and "L'Association des Employés de l'Auto-Voiture des Cantons de l'Est, Inc.". Agreement to be in effect from August 10, 1946, to August 9, 1947, and thereafter from year to year until notice. Territorial jurisdiction comprises the city of Sherbrooke and all municipalities within a radius of 10 miles from its limits. The agreement governs professional employers, artisans and employees in garages, gasoline stations, service stations, parking grounds, scrapping yards and machine shops.

Hours: in garages, a 9-hour day, 5 on Saturday; in gas stations, an 11-hour day from May 1, to October 1, 9 hours during the rest of the year. Overtime to be paid at time and one-half, double time on Sundays and 12 specified holidays.

Minimum wage rates: journeymen wheelwrights, machinists, electricians, mechanics, glaziers, painters, upholstery cleaners, dyers, vulcanizers, bodymen, blacksmiths, upholsterers and testers from 52 to 67 cents per hour; journeymen radiator repairers and welders 67 cents, apprentices 35 first year and 45 cents second year; greasers 45 and 50 cents; journeymen vulcanizers 67 cents, apprentices 35 first year and 45 cents second year; stock room clerks in garages \$27 and \$35 per week, apprentice stock room clerks \$12 to \$20 per week after 4 years; apprentices in all other categories from 20 in first year to 40 cents per hour in fourth year; night service men 38 cents per hour; day service men 45 cents; gas station—head clerk \$35 per week; clerks from \$16 to \$22 during third year. Vacation: one week with pay after one year's service.

Provisions are made for apprenticeship regulations, uniforms and tools. No home work may be performed.

MINIMUM HOURLY RATES (DAY WORK) FOR JOB PRINTING TRADES ON ISLAND OF MONTREAL AND WITHIN 100 MILES OF IT IN THE PROVINCE OF QUEBEC

	ZONE I				ZONE II				ZONE III			
	1946	1947	1948	1949	1946	1947	1948	1949	1946	1947	1948	1949
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Composing Room												
Journeyman Compositor, journeyman machine key/board operator, proofreader, casterman...	.91	.94	.97	1.00	.78	.80	.82	.84	.74	.76	.78	.80
Caster runner.....	.31-.47	.32-.49	.34-.51	.35-.53	.26-.40	.27-.41	.28-.42	.29-.43	.25-.36	.26-.37	.27-.38	.28-.39
Press Room												
Journeyman pressman.....	.76-.96	.78-.99	.80-1.02	.82-1.05	.66-.82	.68-.84	.70-.86	.72-.88	.63-.73	.65-.80	.67-.82	.69-.84
Assistant pressman or feeder.....	.58-.76	.60-.78	.62-.80	.64-.82	.49-.66	.51-.68	.53-.70	.55-.72	.47-.63	.49-.65	.51-.67	.53-.69
Finishing Department												
Journeyman bookbinder and operators on machines.....	.91	.94	.97	1.00	.78	.80	.82	.84	.74	.76	.78	.80
Paper trimmers and choppers.....	.61	.63	.65	.67	.53	.55	.57	.59	.51	.53	.55	.57
All Departments												
Apprentices.....	.31-.84	.32-.86	.34-.89	.35-.92	.26-.71	.27-.73	.28-.75	.29-.77	.25-.67	.26-.69	.27-.71	.28-.73
Helper (male) unskilled.....	.32-.38	.33-.39	.34-.40	.35-.41	.29-.34	.30-.35	.31-.36	.32-.37	.27-.32	.28-.33	.29-.34	.30-.35
Female help (and males when replacing females) on hand operations; feeding ruling, folding and stamping machines; operating stitching machines, sewing machines, numbering machines, etc.....	.46	.48	.50	.52	.40	.41	.42	.43	.38	.39	.40	.41
Apprentices (female).....	.29-.43	.30-.45	.31-.47	.32-.49	.25-.38	.26-.39	.27-.40	.28-.41	.23-.35	.24-.36	.25-.37	.26-.38

CLOCKMAKERS, MONTREAL.

An Order in Council, dated July 17, and gazetted July 27, amends the previous Orders in Council for this industry (L.G. Nov. 1943, p. 1530; Aug., 1944, p. 1007, Dec., p. 1515; May, 1946, p. 628). This amendment does not affect the summary already given.

Construction**BUILDING TRADES, JOLIETTE.**

An Order in Council, dated July 17, and gazetted July 27, amends the previous Orders in Council for this industry (L.G., May, 1940, p. 498; Mar., 1941, p. 334; June, 1942, p. 738; Sept., p. 1097; Feb., 1943, p. 220; July, 1944, p. 867; June, 1945, p. 873). Present agreement to remain in effect to February 28, 1947, and thereafter from year to year until notice.

BUILDING TRADES, SAINT JOHN AND IBERVILLE.

An Order in Council, dated July 17, and gazetted July 27, amends the previous Orders in Council for this industry (L.G., Feb., 1943, p. 220; July, 1944, p. 867; Mar., 1945, p. 349; May, p. 721, and previous issues). This amendment does not affect the summary already given.

BUILDING TRADES, MONTREAL.

An Order in Council, dated July 31, and gazetted August 3, with correction in the issue of August 10, makes obligatory the terms of an agreement between The Builders' Exchange, Inc., of Montreal, the Insulation Contractors Association; and "Le Conseil des Syndicats des Métiers de la Construction de Montreal", The Building and Construction Trades Council of Montreal and Vicinity. Agreement to be in effect from August 3, 1946, to September 1, 1947, and for 30 days more if necessary, pending the adoption of a new agreement. It applies to all engineering construction and building operations, landscape work (except maintenance landscape work), road work and all erection, repair and demolishing undertakings. Territorial jurisdiction comprises the Island of Montreal and within 15 miles of it and the City of Salaberry-de-Valleyfield; however, outside the Island of Montreal it does not apply to labourers nor to building operations costing less than \$25,000. The agreement does not apply to municipal or railway employees. For the elevator trades the structural steel trade, the trade of steam generating mechanics, boiler-makers and reinforcing steel erectors, the entire province of Quebec is included except in such places where a ratified collective labour agreement is in effect for these trades.

Hours: for qualified tradesmen, 8 per day, 4 on Saturday, a 44-hour week; for landscape workmen, shovel operators and pile driver men, team drivers, general trucking, cartage and hauling 55 per week; for common labourers and for mastic floor workmen, cement finishers and roofers other than sheet metal roofers, when necessary, 9 per day, 50 per week; for linoleum and tile layers, etc., 48 per week; for road construction 60 per week.

Overtime: time and one-half to midnight; after midnight and all work on Sundays and 11 specified holidays double time.

Minimum Hourly Wage Rates for the Building Trades,
Montreal

Trades	Wage Rates Per Hour
	\$
Asbestos insulation mechanic	1.03
Asbestos insulation foreman	1.08-1.23

Trades Wage Rates
Per Hour

Boiler maker, erector and including steam generating mechanic and welder.....	1.11
Helper-boiler maker, erector and including steam generating mechanic and welder.....	.84
Bricklayer and cement block layer.....	1.17
Caulker (construction) .....	.73
Carpenter, joiner and millwright on construction and including the following operations: concrete forms (yard or job) the erection of screens (wood or metal), sashes, windows, weather-strips and shingles, siding, wood or composition steel partitions and equipment such as counters and shelving, movable or immovable and including hardwood floor laying, corrugated asbestos and prefabricated houses	1.06
Cement finisher .....	.89
Concrete re-inforcing steel erector.....	.84
Cork insulation setter .....	.89
Electrician-journeyman	1.11
Electrician-contractor	1.28
(a) Elevator construction mechanic	1.17
Elevator construction helper .....	.84
Engineman—(hoisting)	1.00
Engineman—(steam mixers) .....	.89
Engineman—(gas mixers) .....	.84
Engineman—(compressor) .....	.84
Fireman (construction) .....	.78
Hod carrier .....	.73
Labourer (common) .....	.67
Landscape foreman .....	.73
Landscape workman (common) .....	.62
Lather—metal	1.06
Lather (wood and all other material) .....	.95
Linoleum and mureoleum, tile and sheet rubber, tile and sheet, waxer and polisher and tile layer .....	.78
Helper and apprentice .....	.62
Kettleman (flooring only) .....	.84
Marble setter	1.17
Mason (stone) including cutter on the job....	1.17
Mastic floor layer .....	.95
Mastic floor finisher .....	.78
Painter—decorator .....	.95
Painter—sprayman	1.00
Glazier .....	.95
Structural steel and steeplejack painter.....	1.00
(d) Plumber	
Plasterer (plain or ornamental).....	1.17
Roofer—built-up-membrane and roll roofings —asphalt & gravel .....	.88
Kettleman .....	.67
(b) Rigger (including installation of portable tanks and boilers under 2 tons in weight)	.78
Sheet metal worker-roofer—slate, tile, asphalt shingle, (excepting wood shingle) and corrugated asbestos roofing and siding and including steel toilet partitions and shelving	1.06
Sheet metal welder	1.06
(c) Shovel operator (steam, gas, electricity) per week	58.00
When employed less than 44 hours during the week	1.28
Structural steel erectors & welders (all categories)	1.11
Tile setter	1.06
Terrazzo layer	1.06
Terrazzo polishing machine operator (water polishing) .....	.76
Terrazzo polishing machine operator (dry)....	.95
General trucking, cartage and hauling.....	.62
Carter, teamdriver .....	.62

Per Week

Material checker and time-keeper (without daily limitation as to hours of work) 30.50

Trades	Wage Rates Per Week
Watchman (without daily limitation as to hours of work)	25.00
Watchman employed also as fireman requiring 4th class certificate (without daily limitation as to hours of work)	36.00
Yardman (without daily limitation as to hours of work)	30.50
(a) See next page for rest of province and for contract service work.	
(b) Workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less are to work a 55-hour week and to receive 89 cents per hour; their helpers shall be paid 67 cents per hour and the ratio of helpers to qualified workers shall be one to one.	
(c) Where the maximum weekly hours are restricted by law or agreement to 44, minimum rate for shovel operators is \$55.	
(d) Plumbers are covered by an additional section which will be summarized in the next issue.	

Apprentices' wages for trades requiring 4 years of apprenticeship: from 50 per cent of journeymen's wages during first year to 85 per cent during fourth year; for trades requiring 3 years of apprenticeship: from 50 per cent during first year to 85 per cent during third year; for structural steel industry 50 per cent during first year and 85 per cent during second year. Apprentice-landscape workmen from 45 cents per hour during first year to 50 cents per hour during third and fourth years. Apprentices in the trades of marble and tile setter and terrazzo layer 67 cents per hour during first year to 96 cents per hour in the fourth year. Apprentice terrazzo polishing machine operator (dry) 80 cents per hour during first 3 months to 95 cents (operator's rate) after 6 months; (water polishing) 67 cents for first 3 months and 76 cents after 3 months. In electrical trade, 40 per cent of journeymen's rate during first year to 75 per cent during fourth year. In asbestos insulation mechanic trade 53 cents per hour during first year to 83 cents per hour during third year. Overtime for apprentices is payable at time and one-half their regular wages.

Elevator Construction

Territorial jurisdiction for the elevator construction, maintenance and repair industry covers the province and is divided into 3 zones: the Montreal region, the Hull region and the Quebec region.

Hours: 8-hour day, 4 on Saturdays. Overtime and work on Sundays and 8 holidays is payable at double time. For contract service requiring continuous service for 16 hours, men to work shifts of 8 hours, 48 hour week with pay for 52 hours.

Hourly Wage Rates for Elevator Construction in Province of Quebec

Trades	Montreal Region	Hull Region	Quebec Region
On construction, repair and modernization work:			
Mechanic	\$1.17	\$1.17	\$1.06
Helper .....	.84	.84	.76
On contract service and contract inspections:			
Mechanic	\$1.06	\$1.06	.96
Helper .....	.76	.76	.69

Transportation and Public Utilities: Water Transportation

LONGSHOREMEN (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated July 17, and gazetted July 27, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and the International Longshoremen's Association, Local 375. Agreement to be in effect from July 27, to December 31, 1946, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the Harbour of Montreal.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, October, 1940, page 1075, and December, 1938, page 1423, with the principal changes as follows:

Hours: the starting time for day work shall be between 8.00 a.m. and 8.30 a.m. and between 1.00 p.m. and 1.30 p.m.

Wages: basic hourly wage rates are \$1 per hour for day work, \$1.20 per hour for evening work, and \$1.50 per hour for night work. Rates for special cargoes, specified in agreement, are \$1.15 per hour for day work, \$1.35 per hour for evening work and \$1.72½ per hour for night work. Double time shall be paid for work on ships in port with cargoes on fire. When men are ordered out to work at night, a minimum of 2 hours shall be paid whether men are put to work or not. Orders for men required at 7.00 p.m., who have not been working during the afternoon, shall be given on or before 1.30 p.m.

SHIPLINERS (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated July 17, and gazetted July 27, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and the International Longshoremen's Association, Local 1552. Agreement to be in effect from July 27, to December 31, 1946, and thereafter from year to year, subject to notice. Agreement covers all fitting of ocean vessels lying in the Harbour of Montreal for grain and cattle and all woodwork in connection with the stevedoring gear, except where permanent gear men are employed.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, November, 1940, page 1203 and December, 1938, page 1424, with the following exceptions:

Hours: starting time for day work shall be between 8.00 a.m. and 8.30 a.m. and between 1.00 p.m. and 1.30 p.m.

Wages: basic hourly wage rates are \$1 per hour for day work, \$1.20 per hour for evening work and \$1.50 per hour for night work. Work in holds of steamers, in which bulk sulphur or bulk fertilizer has been stowed and where old wood is being used, is payable at \$1.10 per hour for day work, \$1.30 per hour for evening work and \$1.65 per hour for night work. Employees cleaning holds in which special cargoes, specified in agreement, have been stowed shall be paid at \$1.15 per hour for day work, \$1.35 per hour for evening work and \$1.72½ per hour for night work. Employees called to work during the night and whose services are not required shall receive a minimum of 2 hours' pay.

CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated July 17, and gazetted July 27, makes obligatory the terms of a new agreement between certain steamship

companies and Local 1657, International Longshoremen's Association. Agreement to be in effect to December 31, 1946, and thereafter from year to year, subject to notice. Agreement governs all checkers and coopers working on ocean-going vessels in the Harbour of Montreal.

This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, July, 1943, page 989, except for the following changes:

Hours: day work is to start at 8.00 a.m. instead of the previous 7.00 a.m.

Hourly wage rates: 85 cents per hour for checkers and 84 cents per hour for coopers for day work; \$1.05 per hour for checkers and \$1.04 per hour for coopers for evening work; \$1.27½ per hour for checkers and \$1.26 per hour for coopers for night work.

Employees shall be informed before the expiry of any working period if they will be required for the following period.

Trade

RETAIL STORES, CHICOUTIMI.

An Order in Council, dated July 17, and gazetted July 27, makes obligatory the terms of a new agreement between "L'Association professionnelle des Marchands détaillants de Chicoutimi" and "Le Syndicat national des Employés de Magasin de Détail de Chicoutimi, section féminine", "Le Syndicat national des Employés de Magasin de Détail de Chicoutimi, section masculine". Agreement to be in effect from July 27, 1946, to July 1, 1947, and thereafter from year to year until notice. Territorial jurisdiction comprises the city of Chicoutimi and within 5 miles from its limits, with the exception of Arvida.

Hours: 51-hour week for female employees, 54 for male employees. No work to be performed on Sundays and specified holidays. Overtime is payable at time and one-half.

Minimum weekly wage rates: for men and women from \$8.50 during first 6 months to \$15.75 during fourth year; from fifth to eighth year for men \$21, for women \$19; eighth year and after \$26 for men, \$21 for women; department managers, assistant-managers, chief clerks—male \$36, female \$23; managers \$45; superintendents \$50; delivery men (truck or horse-drawn vehicle) \$30, helpers \$20; delivery boys with bicycle (furnished by employer) \$7.50; part time workers—men less than 40 hours per week 35 cents per hour, women less than 30 hours 25 cents. Men working more than 40 hours and women more than 30 hours but less than maximum weekly hours to receive full weekly wage.

Vacation: one week with pay after one year's service; after 2 years' service, one week with pay annually and an additional day for each year of service up to a 15-day vacation with pay. Double time shall be paid to an employee whose services cannot be dispensed with to permit a vacation period. There shall be no deduction on the commission of an employee paid on a salary and commission basis because of the vacation.

RETAIL STORES, RICHMOND AND MELBOURNE.

An Order in Council, dated July 17, and gazetted July 27, makes obligatory the terms of a new agreement between "Richmond and Melbourne Merchants' Association, Inc." and "Richmond and Melbourne Clerks' Union". Agreement to be in effect from July 27, 1946, to July 26, 1947, and thereafter from year to year

until notice. Territorial jurisdiction comprises the town of Richmond and the village municipality of Melbourne and within 3 miles from their limits.

Hours: 54-hour week. No work to be performed on Sundays and 13 specified holidays.

Minimum wage rates: males, from \$10 per week during first year to \$20 during fourth year; females, from \$8 during first year to \$15 during fourth year; part time employees 25 cents per hour. Vacation: one week with pay after one year's service. If room and board are provided, not more than \$7 per week for room and board or \$2 per week for room only may be charged.

RETAIL STORES, QUEBEC

In the June issue of the *Labour Gazette*, p. 783, the following employers' association was inadvertently omitted from the names of the contracting parties: L'Association Patronale du Commerce de Québec, inc.

Service: Public Administration

MUNICIPAL EMPLOYEES (GAS AND ELECTRICAL DEPARTMENTS), SHERBROOKE.

An Order in Council, dated July 17, and gazetted July 27, makes obligatory the terms of a new agreement between the City of Sherbrooke and "Les Employés des Services du Gaz et de l'Electricité de Sherbrooke Inc.". Agreement to be in effect from July 27, 1946, to January 1, 1947, and thereafter from year to year until notice. Agreement applies to the Corporation of the city of Sherbrooke and to its employees of the Gas and Electric Services.

Hours of work: 8-hour day 6 days a week for day workers, 8-hour shift 6 days a week for shift workers. Overtime is payable at time and one-quarter after 8 hours' work, time and one-half on Sundays and 11 observed holidays. Employees who must answer emergency calls on holidays are permitted to take a day off with pay as compensation for work done on the holiday.

Minimum weekly wages: network dispatchers, first class electricians, meter testers \$38; chief operators \$35 and \$36; operators \$27 to \$33; trouble men \$27; linemen \$31 to \$36; foremen (linemen) \$38 and \$40; specialized labourers \$25 to \$29; maintenance men \$26 and \$33; machinists \$36; mechanics \$39, helpers \$26 and \$28; joiners \$28; drivers (linemen) \$32; men committed to meter installation and replacement \$35; meter repairers \$25 to \$29; office clerks \$28 and \$34; draughtsmen, firemen \$33; meter readers \$20 to \$26; electric welders \$26.40 and \$32; common labourers \$26; apprentice operators 45 cents, apprentice linemen 50 cents per hour. Vacation: one week with pay annually after one year's service. Sick leave: 6 days per year with pay, which, if not taken may accumulate from year to year.

Provisions are made for seniority rights and for uniforms and equipment. The administration of present agreement to be ensured and supervised by the Municipal Services Joint Committee of Sherbrooke.

Service: Professional Establishments

HOSPITAL AND CHARITABLE INSTITUTION EMPLOYEES, QUEBEC DISTRICT.

An Order in Council, dated July 31, and gazetted August 10, amends the previous Order

in Council for this industry (L.G., Nov., 1944, p. 1369). "Le Syndicat des Employés des institutions religieuses de Chicoutimi" and "Le Syndicat national catholique des Services hospitaliers des Trois-Rivières et district" are added as contracting parties. Territorial jurisdiction now includes the judicial districts of Quebec, Three Rivers, Abitibi, Chicoutimi, Roberval, Saguenay with the exception of the municipalities extending from Tadoussac to Hâvre St. Pierre inclusively, Nicolet, Arthabaska, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé with the exception of Madeleine Islands, and Bonaventure. The village municipality of Thetford-South is added to Zone II.

Hours: no limitation of hours for female teachers.

Minimum wage rates: firemen 42 cents in zones I and II, 40 cents in zone III; chief baker \$30 per week in zone I, \$26.50 in zone II and \$25 in zone III; bakers \$27 per week in zone I, \$23.50 in zone II and \$22 in zone III.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, SAINT JOHN AND IBERVILLE.

An Order in Council, dated July 17, and gazetted July 27, amends the previous Orders in Council for this industry (L.G. May, 1943, p. 639; Jan., 1944, p. 71; Oct., 1945, p. 1521, and previous issues). This amendment does not affect the summary already given.

BARBERS AND HAIRDRESSERS, HULL.

An Order in Council, dated July 17, and gazetted July 27, amends the previous Orders in Council for this industry (L.G., Oct., 1941, p. 1316, Dec., p. 1573; Sept., 1942, p. 1098; March, 1943, p. 341; Oct., p. 1382; Nov., p. 1530). In zone I, the working hours for barbers and hairdressers are reduced to 47½ hours per week. In zone I, regular employees not working the entire week, as well as supernumerary employees, shall be paid 65 per cent of the receipts of their work. Vacation: in zone I, one week with pay at \$16 after one year's service.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the

Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Construction

CARPENTERS, SARNIA

An Order in Council, dated June 25, and gazetted July 13, makes binding the terms of a new schedule for the carpentry industry in Sarnia, to be in effect from July 23, 1946, "during pleasure."

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Ordinary overtime performed on Saturday before 4 p.m. or during a three-hour period immediately following a regular working day is payable at \$1.52½ per hour; work performed at night, when it cannot be performed during regular working periods, is payable at \$1.05 per hour; all other overtime work \$2.10 per hour, unless advisory committee issues a special permit authorizing performance of the work at a lower rate. Work on Sundays and specified holidays is payable at \$2.10 per hour.

Minimum wage rate: \$1.05 per hour. The advisory committee may fix a lower rate for handicapped workers.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

CARPENTERS, GUELPH

An Order in Council, dated June 25, and gazetted July 13, makes binding the terms of a new schedule for the carpentry trade in Guelph, to be in effect from July 23, 1946, "during pleasure."

Hours: 8 per day, Monday to Friday, a 40-hour week. Ordinary overtime work performed during a three-hour period immediately following a regular working day is payable at \$1.42½ per hour; work performed at night, which cannot be performed during regular working periods, is payable at the regular rate for the first 8 hours only; all other overtime and work on Sundays and seven specified holidays, \$1.90

per hour, unless advisory committee issues a special permit authorizing performance of the work at a lower rate.

Minimum wage rate: 95 cents per hour. The advisory committee may fix a special lower rate for handicapped employees.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

Service: Business and Personal

BARBERS, KITCHENER

An Order in Council, dated May 28, and gazetted June 8, makes binding the terms of a new schedule for the barbering industry in Kitchener and Waterloo, effective June 18, "during pleasure."

Hours: Monday, Tuesday, (Wednesday of week in which a holiday occurs), Thursday, Friday, Saturday and on day preceding a holiday 8 a.m. to 6 p.m.; Wednesday 8 a.m. to 12.30 p.m.

Minimum wage rates: full time employment \$28 per week; full time employment on a commission basis \$18 per week plus 60 per cent of employee's proceeds in excess of \$25; a person who works 4 hours per day or less Monday to Friday, inclusive, and all day or less on Saturday \$12 per week plus 60 per cent of his proceeds in excess of \$17; a person working Saturday or the day before a holiday and on the previous evening only \$8 plus 60 per cent of his proceeds in excess of \$11; a person working Saturday only or the day before a holiday \$6 per day or part thereof plus 60 per cent of his proceeds in excess of \$8; a person working on days other than Saturday or the day before a holiday \$3.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$5.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, PARIS

An Order in Council, dated June 12, and gazetted June 29, makes binding the terms of a new schedule for the barbering industry at Paris, effective July 9, 1946, "during pleasure."

Hours: Monday, Tuesday, (Wednesday of week in which a holiday occurs on Thursday), Thursday and Friday 9 a.m. to 7 p.m., Saturday 9 a.m. to 9 p.m.

Minimum wage rates: full time employment \$22 per week; full time employment on a commission basis \$17 plus 50 per cent of employee's proceeds in excess of \$22; a person working 4 hours or less per day from Monday to Friday, inclusive, and all day or less on Saturday \$10 plus 50 per cent of his proceeds in excess of \$15; a person working on Saturday or the day before a holiday and on the previous evening only \$7 plus 50 per cent of his proceeds in excess of \$10; a person working on Saturday only or the day before a holiday \$5 per day or part thereof plus 50 per cent of his proceeds in excess of \$7; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 50 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, BRANTFORD

An Order in Council, dated June 18, and gazetted June 29, makes binding the terms of a new schedule for the barbering industry at

Brantford, effective July 9, 1946, "during pleasure."

Hours: Monday, Tuesday, (Wednesday of a week in which a holiday occurs on Tuesday or Thursday), Thursday and Friday 8.30 a.m. to 6.30 p.m., Saturday 8 a.m. to 7 p.m.

Minimum wage rates: full time employment \$22 per week; full time employment on commission basis \$18 per week plus 50 per cent of employee's proceeds in excess of \$23; a person working 4 hours or less per day from Monday to Friday, inclusive, and all day or less on Saturday \$12 plus 50 per cent of his proceeds in excess of \$17; a person working on Saturday or the day before a holiday and on the previous evening only \$6 plus 50 per cent of his proceeds in excess of \$9; a person working on Saturday only or the day before a holiday \$5 per day or part thereof plus 50 per cent of his proceeds in excess of \$7.50; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 50 per cent of his proceeds in excess of \$5.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, STRATFORD

An Order in Council, dated June 12, and gazetted June 29, makes binding the terms of a new schedule for the barbering industry at Stratford, effective July 9, 1946 "during pleasure."

Hours: Monday, Tuesday, (Wednesday of week in which a holiday occurs on Thursday), Thursday and Friday 8.30 a.m. to 7 p.m., Saturday 8.30 a.m. to 9 p.m., Wednesday 8.30 a.m. to 12 noon

Minimum wage rates: full time employment \$21 per week; full time employment on commission basis \$15 per week plus 50 per cent of employee's proceeds in excess of \$21 and an additional 10 per cent of proceeds in excess of \$32; a person working 4 hours or less per day from Monday to Friday, inclusive, and all day or less on Saturday \$9 plus 50 per cent of his proceeds in excess of \$14; a person working on Saturday or the day before a holiday and on the previous evening only \$6 per week plus 50 per cent of his proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$5 per day or part thereof plus 50 per cent of his proceeds in excess of \$7; a person working on days other than Saturday or the day before a holiday \$3.50 per day or part thereof plus 50 per cent of his proceeds in excess of \$5.

A scale of minimum charges is included in the schedule. The schedule is subject to The Hours of Work and Vacations With Pay Act, 1944.

BARBERS, GANANOQUE

An Order in Council, dated July 4, and gazetted July 20, makes binding the terms of a new schedule for the barbering industry at Gananoque, effective July 30, "during pleasure."

Hours: Monday 9 a.m. to 12 noon, Tuesday, Thursday and Monday of week in which a holiday occurs on Tuesday 9 a.m. to 8 p.m., Wednesday and Friday 9 a.m. to 6 p.m., Saturday 9 a.m. to 10 p.m.

Minimum wage rates: full time employment \$20 per week; full time employment on commission basis \$13.50 plus 60 per cent of employee's proceeds in excess of \$20; a person working 4 hours or less from Monday to Friday inclusive, and all day or less on Saturday \$8.50 per week plus 60 per cent of his proceeds in excess of

\$13.50; a person working on Saturday or the day before a holiday and on the previous evening only \$6 plus 60 per cent of his proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$4.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$6.50; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 60 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, ORILLIA

An Order in Council, dated July 16, and gazetted August 3, makes binding the terms of a new schedule for the barbering industry in Orillia, effective August 13, "during pleasure."

Hours: Monday, Friday, (the Wednesday of week in which a holiday occurs on Thursday), 8 a.m. to 6 p.m., Tuesday and Thursday 8 a.m. to 8 p.m., Saturday 8 a.m. to 9 p.m.

Minimum wage rates: full time employment \$20 per week; full time employment on commission basis \$15 per week plus 50 per cent of employee's proceeds in excess of \$21 and plus an additional 10 per cent of his proceeds in excess of \$30; an employee working 4 hours or less per day from Monday to Friday inclusive, and all day or less on Saturday \$8.50 plus 50 per cent of his proceeds in excess of \$13.50; a person working on Saturday or the day before a holiday and on the previous evening only \$6 plus 50 per cent of proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$4.50 per day or part thereof plus 50 per cent of his proceeds in excess of

\$6.50; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 50 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, ST. THOMAS

An Order in Council, dated June 25, and gazetted July 31, makes binding the terms of a new schedule for the barbering industry in St. Thomas, effective July 23, 1946, "during pleasure."

Hours: Monday, Tuesday, Thursday, Friday (and the Wednesday of week in which a holiday occurs on Thursday) 8 a.m. to 6 p.m., Saturday 8 a.m. to 8 p.m., Wednesday 8 a.m. to 12 noon.

Minimum wage rates: full time employment \$25 per week; full time employment on a commission basis \$16 plus 65 per cent of employee's proceeds in excess of \$22; a person working 4 hours or less per day from Monday to Friday inclusive, and all day or less on Saturday \$12 plus 65 per cent of his proceeds in excess of \$17; a person working on Saturday or the day before a holiday and on the previous evening only \$6 plus 65 per cent of his proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$4.75 per day or part thereof plus 65 per cent of his proceeds in excess of \$6.75; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 65 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included in the schedule. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

Alberta

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, MEDICINE HAT

An Order in Council, dated June 25, and gazetted July 15, makes binding the terms of a schedule for the automotive repair and gasoline service station industry in Medicine Hat, effective July 25, 1946, to July 24, 1947, or thereafter "during pleasure."

Hours: 48-hour week of 5½ days. Overtime is payable at time and one-half. Time and one-half for work on Sundays and statutory holidays, except Christmas and New Year's Day, which are at double time. This does not apply to frontend men, floor service men, night watchmen, storage attendants and/or gas servicemen working on their regular shifts, who will be granted a day in lieu thereof within the ensuing 7 days, or be paid at time and one-half.

Minimum wage rates: mechanics from 70 to 80 cents per hour, washmen and greasemen 50 cents, non-mechanical service station employees permitted to do washing and greasing provided such duties do not exceed 50 per cent of their total time to receive not less than the minimum wage established by an Order pursuant to The Male Minimum Wage Act.

Vacation: automotive mechanics to receive 2 weeks with pay after one year's service.

Seniority to determine time vacation may be taken. Apprentices are governed by the terms of The Apprenticeship Act.

GARAGES AND SERVICE STATIONS, CALGARY

An Order in Council, dated July 5, and gazetted July 15, makes binding the terms of a new schedule for the automotive repair and gasoline service station industry in Calgary, to be in effect from July 25, 1946, to July 24, 1947, or thereafter "during pleasure."

Hours: 46½-hour week of 5½ days. Overtime is payable at time and one-half. Time and one-half for work on Sundays and statutory holidays except Christmas and New Year's Day, which are at double time.

Minimum wage rates: mechanics from 85 cents to \$1 per hour, washmen and greasemen 60 cents per hour, non-mechanical service employees to be paid not less than the minimum wage established by an Order pursuant to The Male Minimum Wage Act.

Vacation: automotive mechanic, helper, yardman, washman and greaseman one week with pay after one year's service, 2 weeks with pay after 2 year's service; all other employees to receive 2 weeks with pay after one year's service. Seniority to determine time vacation may be taken. Apprentices are governed by the terms of The Apprenticeship Act.

Fair Wage Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classes

of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are covered by the general provision that rates must equal those current in the district, and in addition, by the requirement that the rates must not be less than 35 cents an hour for male workers 18 years of age and over, 25 cents for female workers 18 years of age and over, and 20 cents for beginners and for workers under 18.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During July

During the month of July the Department of Labour prepared, on request, 53 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) Works of Construction, Remodelling, Repair or Demolition

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour".

They also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation or by direction of a War Labour Board".

Department of Mines and Resources

Construction of 80.9 miles of the Grimshaw-Great Slave Lake Highway in the Northwest Territories and located between Hay River

Settlement and the northern boundary of Alberta. Name of contractor, The Bond Construction Company, Ltd., Regina, Sask. Date of contract, June 26, 1946. Amount of contract, \$1,080,729. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$. 65
Bridgemen (steel workers).....	1.24
Blacksmiths .....	.90
Blacksmiths' helpers .....	.81
Carpenters and joiners.....	1.10
Cement finishers.....	1.10
Concrete mixer operators—steam	1.00
Concrete mixer operators—gas. or elec. ....	.85
Compressor operators (gas or elec.).....	.85
Dragline operators, steam or gas.	1.25
Dragline firemen.....	.70
Dragline oilers.....	.70
Drivers (teamsters).....	.65
Drill runners.....	.85
Electricians (inside wiremen).....	1.15
Electricians' helpers.....	.81
Engineers, crane (steam, gas or elec.).....	1.25
Hoist operators—tower—gas. or elec. under 12 H.P. ....	.81
12 H.P. and over.....	1.12
Labourers .....	.65
Motor truck drivers.....	.65
Pipefitters (surface-temp. work).....	1.16
Pipefitters' helpers.....	.81
Machinists	1.00
Machinists' helpers.....	.81
Mechanics—gasoline equipment.....	.92
Mechanics—diesel equipment.....	1.02
Powdermen .....	.85
Road grader operators: Horsedrawn .....	.75
Motor driven.....	1.00
Road roller operators—steam or gas.	1.00
Steam shovel engineers.....	1.25
Steamshovel cranimen	1.25
Steam shovel firemen .....	.70
Steam shovel oilers .....	.70

	Per Hour
Shovel operators—gas. or diesel.....	1.25
Watchmen .....	.60
Welders and burners—on steel erection.....	1.25
Riveters—steel workers structural.....	1.10
Rock muckers.....	.80
Steel sharpener .....	.90
Tractor operators—	
Small .....	.85
Bulldozer .....	.85
Letourneau	1.05
Elevating grader.....	1.05

Construction of day school and teachers' residence, Eskasoni Indian Agency, N.S. Name of contractor, Mr. M. R. Chappell, Sydney, N.S. Date of contract, July 11, 1946. Amount of contract, cost plus fixed fee—cost not to exceed \$50,147 unless authorized by the Minister—fixed fee \$3,500. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.65
Blacksmiths .....	.65
Blacksmiths' helpers.....	.50
Brick and hollow tile layers.....	.85
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.50
Carpenters and joiners.....	.65
Cement finishers.....	.65
Cement and concrete mixer operators—steam	.70
Cement and concrete mixer operators—gas. or elec. ....	.55
Compressor operators—gas. or elec. ....	.55
Drivers .....	.45
Driver, horse and cart.....	.60
Driver, team and wagon.....	.75
Electricians (inside wiremen).....	.70
Engineers, operating, steam.....	.80
Engineers on steel erection.....	.90
Engineers, crane—steam, gas., or elec. ....	.80
Enginemmen, stationary.....	.60
Hoist operators—tower—gas. or elec. ....	.60
Labourers .....	.45
Lathers—metal .....	.65
Lathers—wood .....	.60
Linoleum layers.....	.55
Mastic floor layers.....	.75
Mastic floor rubbers and finishers.....	.60
Mastic floor kettlemen.....	.60
Mastic floor labourers.....	.55
Motor truck drivers.....	.50
Motor truck driver and truck.....	1.50
Ornamental iron workers.....	.65
Painters (spray).....	.75
Painters and glaziers .....	.65
Pipefitters (surface-temp. work).....	.55
Pipelayers, caulkers and solderers.....	.55
Plasterers .....	.85
Plasterers' helpers (mixing and tempering material) .....	.50
Plumbers and steamfitters.....	.70
Powdermen .....	.55
Pumpmen .....	.50
Riggers (general).....	.60
Rodmen, reinforced steel.....	.55
Roofers, felt and gravel: patent: comp. ....	.50
Roofers, sheet metal.....	.70
Shinglers, wood, asbestos.....	.65
Steam shovel engineers.....	1.10
Steam shovel firemen.....	.65
Steam shovel oilers.....	.60
Shovel operators—gas.....	1.10
Structural steel workers.....	.90
Tile setters, asphalt.....	.70

	Per Hour
Tile setters' helpers (all men assigned to help tradesmen) .....	.50
Tractor operators—	
Letourneau .....	.75
Small .....	.60
Watchmen .....	.40
Waxers and polishers (floor).....	.50
Welders and burners—acetylene or elec. ....	.75
Welders and burners—on steel erection.....	.90
Stonecutters .....	.75
Stonemasons .....	.85
Stonemasons' helpers (mixing and tempering mortar) .....	.75
Terrazzo layers.....	.75
Terrazzo finishers and helpers.....	.60

Department of Public Works

Electrical installation at the Winch Building, Vancouver, B.C. Name of contractor, Mott Electric Ltd., Vancouver, B.C. Date of contract, July 8, 1946. Amount of contract, \$3,046. A fair wages schedule was included in the contract as follows:—

	Per Hour
Electricians (inside wiremen).....	\$1.19
Labourers .....	.65
Motor truck drivers (under 5 tons).....	.66
Motor truck drivers (5 tons and over).....	.75
Painters and glaziers.....	.97

Installation of drinking water services, Postal Terminal Building, Montreal, P.Q. Name of contractor, C. J. Dryden Co. Ltd., Westmount, P.Q. Date of contract, July 17, 1946. Amount of contract, \$6,967. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers.....	\$.96
Carpenters and joiners.....	.96
Cement finishers.....	.81
Cement and concrete mixer operators:	
Steam .....	.81
Gas. or elec. ....	.76
Drivers .....	.61
Driver, team and wagon.....	1.01
Electricians (inside wiremen).....	1.01
Labourers .....	.61
Motor truck drivers.....	.61
Motor truck driver and truck.....	1.61
Painters and glaziers.....	.86
Plumbers and steamfitters.....	1.01

Installation of fluorescent lighting, Langevin Block, Ottawa, Ont. Name of contractor, Fred A. Wilson Contracting Co. Ltd., Ottawa, Ontario. Date of contract, July 30, 1946. Amount of contract, \$36,533. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners.....	\$.96
Cement finishers.....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.65
Electricians (inside wiremen).....	.96
Labourers .....	.56
Motor truck drivers.....	.60
Motor truck driver and truck	1.60

	Per Hour
Painters and glaziers.....	.86
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.60

Extension to breakwater, Boudreauville, Richmond County, N.S. Name of contractor, Mr. Colin R. MacDonald, Antigonish, N.S. Date of contract, July 30, 1946. Amount of contract, unit prices—approximate expenditure, \$7,970. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Boatmen (rowboats).....	.45
Compressor operators—gas. or elec. ....	.55
Drill runners .....	.55
Drivers .....	.45
Driver, horse and cart.....	.60
Driver, team and wagon.....	.75
Hoist operators—tower—gas. or elec. ....	.60
Labourers .....	.45
Motor boat operators.....	.50
Motor truck drivers.....	.50
Motor truck driver and truck.....	1.50
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber).....	.55
Watchmen .....	.40

Reconstruction of wharf, Beauharnois, P.Q. Name of contractor, Mr. Alphonse Faubert, Chateauguay, P.Q. Date of contract, July 17, 1946. Amount of contract, unit prices—approximate expenditure \$20,860.60. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.80
Blacksmiths' helpers.....	.50
Carpenters and joiners.....	.65
Cement finishers.....	.60
Cement and concrete mixer operators:	
Steam .....	.70
Gas. or elec. ....	.55
Drivers .....	.45
Driver, horse and cart.....	.60
Driver, team and wagon.....	.70
Drill runners.....	.55
Enginemen, stationary.....	.55
Labourers .....	.45
Motor truck drivers.....	.50
Motor truck driver and truck.....	1.50
Steam shovel engineers.....	.95
Steam shovel firemen.....	.65
Steam shovel oilers.....	.60
Shovel operators—gas.....	.95
Tractor operators—	
Small .....	.55
Letourneau, etc. ....	.65
Watchmen .....	.40
Compressor operators—gas. or elec. ....	.55
Pile driver and derrick foremen.....	1.05
Pile driver and derrick engineers.....	.95
Pile driver and derrick men (rigging, setting and signalling).....	.75
Pile driver and derrick firemen.....	.65
Pile driver and derrick labourers.....	.50

Repairs to wharf, Ste. Felicite, Matane County P.Q. Name of contractor, Leandre Thibault Enrg., Matane, P.Q. Date of contract, July 22, 1946. Amount of contract, unit prices—approximate expenditure \$53,412.60. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers.....	.50
Boatmen (rowboats).....	.45
Compressor operators—gas. or elec. ....	.55
Drill runners.....	.55
Drivers .....	.45
Driver, horse and cart.....	.60
Driver, team and wagon.....	.70
Engineers, operating, steam.....	.75
Firemen, stationary.....	.55
Labourers .....	.45
Motor truck drivers.....	.50
Motor truck driver and truck.....	1.50
Timbermen and cribmen (measuring, scribing and by use of the axe, adze, etc., cutting and fitting timber).....	.55
Watchman .....	.40

Reconstruction and Supply

Demolition of concrete chimneys and the replacement thereof with brick chimneys R.C.A.F. stations at Beaton River, Smith River and Fort St. John, B.C., and Teslin, Snag and Aishikik, Y.T. Name of contractor, Mr. S. H. Parsons, Edmonton, Alta. Date of contract, July 13, 1946. Amount of contract, \$5,571. Fair wages schedules were included in the contract as follows:—

Beaton River, Smith River and Fort St. John, B.C.

	Per Hour
Brick and hollow tile layers.....	\$1.50
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.95
Carpenters and joiners.....	1.22
Cement finishers.....	1.15
Labourers .....	.75
Plasterers	1.25
Plasterers' helpers (mixing and tempering material) .....	.95

Snag, Aishikik and Teslin, Y.T.

	Per Hour
Brick and hollow tile layers.....	\$1.54
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.95
Carpenters and joiners.....	1.33
Cement finishers.....	1.26
Labourers .....	.85
Plasterers	1.31
Plasterers' helpers (mixing and tempering material) .....	.95

Interior repainting of hospital building No. 54, H.M.C.S. "Naden", Esquimalt, B.C. Name of contractor, Messrs. Mort. Brown Limited, Vancouver, B.C. Date of contract, July 9, 1946. Amount of contract, \$5,850. A fair

wages schedule was included in the contract as follows:—

	Per Hour
Labourers (common).....	\$.65
Labourers (experienced building).....	.71
Painters (spray).....	1.05
Painters and glaziers.....	.96
Watchmen .....	.55
Waxers and polishers (floor).....	.71

Installation of kalamein fire doors at Joint Service Magazine, Bedford Basin, N.S. Name of contractor, Fundy Construction Company Ltd., Halifax, N.S. Date of contract, July 9, 1946. Amount of contract, \$9,095.30. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$1.15
Brick and hollow tile layers' helpers (mixing and tempering mortar).....	.65
Carpenters and joiners.....	.95
Compressor operators—gas. or elec. ....	.70
Cement finishers.....	.80
Drivers .....	.60
Driver, team and wagon.....	.95
Labourers .....	.60
Lathers—metal .....	.80
Motor truck drivers.....	.65
Motor truck driver and truck	1.65
Painters (spray).....	.91
Painters and glaziers .....	.81
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.65
Sheet metal workers.....	.85
Watchmen .....	.55
Welders and burners (acetylene or elec.).....	.85
Welders and burners on steel erection.....	.90

Construction of cannon stop butt, R.C.A.F. Station, Dartmouth, N.S. Name of contractor, Lawrence Construction Company, Halifax, N.S. Date of contract, July 19, 1946. Amount of contract, \$15,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.65
Blacksmiths .....	.85
Blacksmiths' helpers.....	.65
Boilermakers on construction.....	.90
Carpenters and joiners .....	.95
Cement finishers.....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators—gas. or elec. ....	.70
Dragline operators (steam or gas.).....	1.10
Dragline firemen.....	.70
Dragline oilers.....	.65
Drivers .....	.60
Driver, team and wagon.....	.95
Drill runners.....	.70
Engineers, operating, steam.....	.90
Labourers .....	.60
Motor truck drivers.....	.65
Motor truck driver and truck.....	1.65
Pipefitters (surface-temp. work) .....	.70
Pipelayers, caulkers and solderers.....	.70
Plumbers and steamfitters.....	1.02½
Powdermen .....	.70
Pumpmen .....	.70
Road grader operators (gas).....	.75

	Per Hour
Road roller operators (steam or gas.).....	.80
Rodmen—reinforced steel.....	.70
Steam shovel engineers	1.10
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators (gas).....	1.10
Tractor operators—	
Letourneau, etc. ....	.85
Small .....	.70
Watchmen .....	.55
Welders and burners (acetylene or electric)....	.85

Relocation and rehabilitation of portion of West Saanich Road, R.C.A.F. Station, Patricia Bay, B.C. Name of contractor, Victoria Paving Company, Ltd., Victoria, B.C. Date of contract, July 29, 1946. Amount of contract, \$15,886.52. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.71
Blacksmiths	1.00
Blacksmiths' helpers.....	.81
Carpenters and joiners.....	1.12
Cement finishers.....	1.00
Cement and concrete mixer operators:	
Steam	1.00
Gas. or elec. ....	.81
Compressor operators—gas. or electric.....	.81
Dragline operators—steam or gas.	1.22½
Dragline firemen.....	.79
Dragline oilers.....	.79
Drivers (teamsters).....	.65
Drill runners.....	.81
Engineers, operating, steam—	
Single or double drums.....	1.10
Three or more drums.....	1.22½
Labourers (common).....	.65
Labourers (experienced building).....	.71
Motor truck drivers (under 5 tons).....	.65
Motor truck driver (5 tons and over).....	.75
Pipefitters (surface-temp. work).....	.73
Pipelayers, caulkers and solderers.....	.73
Plumbers and steamfitters.....	1.18½
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	.69
Powdermen .....	.96
Pumpmen .....	.71
Road grader operator—gas.	1.05
Road roller operators—steam or gas. ....	.85
Rodmen, reinforced steel.....	.81
Steam shovel engineers	1.22½
Steam shovel cranemen	1.22½
Steam shovel firemen .....	.79
Steam shovel oilers .....	.79
Shovel operators—gas.	1.22½
Tractor operators—	
Letourneau, etc.	1.05
Small .....	.80
Watchmen .....	.60
Welders and burners (acetylene or elec.).....	1.00

Department of Transport

Development of aerodrome, Red Lake, Ont. Name of contractor, Rayner Construction Ltd., Toronto, Ont. Date of contract, June 28, 1946. Amount of contract, \$399,438. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.55
Blacksmiths .....	.70
Blacksmiths' helpers.....	.55

	Per Hour
Boatmen (rowboats).....	.51
Carpenters and joiners.....	.80
Compressor operators—gas. or elec. ....	.61
Dragline operators—steam of gas.	1.06
Dragline firemen.....	.66
Dragline oilers.....	.56
Drivers .....	.51
Driver, team and wagon.....	.85
Drill runners.....	.61
Engineers, operating, steam.....	.81
Firemen, stationary.....	.60
Labourers .....	.51
Motor boat operators.....	.55
Motor truck drivers.....	.55
Motor truck driver and truck.....	1.55
Powdermen .....	.56
Rivermen (log manipulators on storage dams and men employed on soundings and on hazardous work on rivers and streams.....	.55
Road grader operators—	
Horsedrawn .....	.55
Including team.....	.90
Gas .....	.60
Road roller operators—steam or gas. ....	.75
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Tractor operators—	
Letourneau, etc. ....	.75
Small .....	.65
Watchmen .....	.46

Additional development of Montreal Airport, Dorval, P.Q. Name of contractor, Dibblee Construction Company, Ltd., Ottawa, Ont. Date of contract, July 9, 1946. Amount of contract, \$279,697.75. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers.....	\$.71
Asphalt tampers, smoothers and spreaders....	.66
Carpenters and joiners.....	.96
Cement finishers.....	.81
Cement and concrete mixer operators:	
Steam .....	.81
Gas or elec. ....	.76
Compressor operators (gas. or elec.).....	.76
Dragline operators, steam or gas	1.16
Dragline firemen .....	.71
Dragline oilers.....	.66
Drivers .....	.61
Driver, team and wagon.....	1.01
Drill runners.....	.71
Electricians (inside wiremen).....	1.01
Engineers, operating steam.....	.96
Enginemen, stationary.....	.71
Labourers .....	.61
Motor truck drivers.....	.61
Motor truck driver and truck.....	1.61
Powdermen .....	.71
Road grader operators:	
Horsedrawn .....	.66
Including team.....	1.01
Gas .....	.76
Road roller operators (steam or gas) .....	.86
Steam shovel engineers	1.16
Steam shovel firemen .....	.71
Steam shovel oilers .....	.66
Shovel operators (gas).....	1.16
Tractor operators—Letourneau, etc .....	.86
Small .....	.71
Watchmen .....	.56

Repairs to existing runways, Churchill Airport, Churchill, Man. Name of contractor, The Tomlinson Construction Company, Ltd., Toronto, Ont. Date of contract, July 25, 1946. Amount of contract, \$77,890. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalters	\$.63
Dragline operators, steam or gas .....	.90
Dragline firemen .....	.60
Dragline oilers .....	.55
Drivers .....	.55
Driver, horse and cart .....	.70
Driver, team and wagon .....	.95
Engineers, operating, steam .....	.90
Enginemen, stationary .....	.60
Labourers, skilled .....	.57½
Labourers, common .....	.53
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Road grader operators—horsedrawn .....	.60
Road grader operators—incl. team .....	.95
Road grader operators—gas .....	.70
Road roller operators (steam or gas.) .....	.80
Steam shovel engineers .....	.90
Steam shovel firemen .....	.60
Steam shovel oilers .....	.55
Shovel operators (gas.).....	.90
Tractor operators—Letourneau, etc. ....	.86
Small .....	.70
Watchmen .....	.48

(2) Dredging Work

Note.—The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

National Harbours Board

Dredging Berth No. 1 at Jetty No. 1, Vancouver, B.C. Name of contractors, McKenzie Barge and Derrick Company, Ltd., Vancouver, B.C. Date of contract, July 12, 1946. Amount of contract, approximately \$4,970.

WARTIME HOUSING LIMITED

Construction of houses and underground services, Nelson, B.C. Name of contractor, Housing Projects (K. W. Jensen and Jas. P. Wallgren), Nelson, B.C. Date of contract, June 28, 1946. Amount of contract, \$150,000. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders....	.65
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.75
Carpenters and joiners	1.10
Cement finishers .....	.90
Cement and concrete mixer operators—steam .....	.90
Cement and concrete mixer operators—gas or electric .....	.70

	Per Hour
Compressor operators (gas. or elec.).....	.70
Dragline operators, steam or gas.	1.22½
Dragline firemen .....	.79
Dragline oilers .....	.79
Drivers (teamsters) .....	.60
Drill runners .....	.70
Electricians (inside wiremen)	1.10
Engineers, operating, steam:	
single or double drum	1.10
three or more drums	1.22½
Engineers, crane (steam, gas. or elec.)	1.22½
Enginemen, stationary .....	.79
Hoist operators—tower (gas. or elec.) under 12 H.P. ....	.75
Hoist operators—tower (gas. or elec.) 12 H.P. or over	1.00
Labourers, common .....	.60
Labourers, experienced building .....	.65
Motor truck drivers (under 5 tons) .....	.60
Motor truck driver (5 tons and over) .....	.70
Ornamental iron workers .....	.90
Painters (spray) .....	.95
Painters and glaziers .....	.85
Pipefitters (surface—temp. work) .....	.70
Pipelayers, caulkers and solderers .....	.70
Plasterers	1.00
Plasterers' helpers (mixing and tempering material) .....	.75
Plumbers and steamfitters	1.10
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.69
Lathers—metal on metal	1.10
Lathers—other than metal on metal	1.00
Riggers (general) .....	.75
Road grader operators—gas. ....	.95
Road roller operators (steam or gas.) .....	.75
Rodmen, reinforced steel .....	.70
Roofers, felt and gravel: patent: comp. ....	.65
Roofers, sheet metal	1.10
Sheet metal workers	1.10
Shinglers (wood, asbestos)	1.10
Steam shovel engineers	1.22½
Steam shovel cranemen	1.22½
Steam shovel firemen .....	.79
Steam shovel oilers .....	.79
Shovel operators (gas.)	1.22½
Tractor operators—Letourneau, etc. ....	.95
Tractor operators—small .....	.70
Watchmen .....	.55
Welders and burners—acetylene or elec. ....	.90

Construction of houses and underground services, Listowel and Palmerston, Ont. Name of contractor, Shaw Construction Company, Sarnia, Ont. Date of contract, July 4, 1946. Amount of contract \$49,770. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders ..	.55
Brick and hollow tile layers	1.10
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.55
Carpenters and joiners .....	.86
Cement finishers .....	.70
Cement and concrete mixer operators—steam. ....	.75
Cement and concrete mixer operators—gas. or elec. ....	.65
Compressor operators (gas. or elec.) .....	.65
Dragline operators, steam or gas.	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85

	Per Hour
Drill runners .....	.60
Electricians (inside wiremen) .....	.86
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas. or elec.) .....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.86
Painters and glaziers .....	.76
Pipefitters (surface—temp. work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers	1.10
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.96
Riggers (general) .....	.61
Road grader operators:	
Horsedrawn .....	.55
Including team .....	.90
Gas. ....	.60
Road roller operators (steam or gas.) .....	.75
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp. ....	.55
Roofers, sheet metal .....	.86
Sheet metal workers .....	.86
Shinglers (wood, asbestos) .....	.81
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators—Letourneau, etc. ....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec. ....	.80

Construction of houses and underground services, Preston, Ont. Name of contractor, R. F. Booth Construction Company, Niagara Falls, Ont. Date of contract, July 5, 1946. Amount of contract, \$63,430. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders ....	.55
Brick and hollow tile layers	1.10
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.55
Carpenters and joiners .....	.86
Cement finishers .....	.70
Cement and concrete mixer operators:	
steam .....	.75
gas. or elec. ....	.65
Compressor operators (gas or elec.).....	.65
Dragline operators, steam or gas.	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.86
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas, or elec.).....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas or elec.) .....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55

	Per Hour
Ornamental iron workers .....	.70
Painters (spray) .....	.86
Painters and glaziers .....	.76
Pipefitters (surface-temp.work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers	1.10
Plasterers' helpers .....	.55
(mixing and tempering material)	
Plumbers and steamfitters	1.05
Riggers (general) .....	.61
Road grader operators:	
Horsedrawn .....	.55
Including team .....	.90
Gas .....	.60
Road roller operators (steam or gas) .....	.75
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp.....	.55
Roofers, sheet metal .....	.86
Sheet metal workers .....	.86
Shinglers (wood, asbestos) .....	.81
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators—Letourneau, etc. ....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec.....	.80

	Per Hour
Horsedrawn .....	.55
Including team .....	.90
Gas .....	.60
Road roller operators (steam or gas.) .....	.75
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp....	.55
Roofers, sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers, (wood asbestos) .....	.86
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators—Letourneau .....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec.....	.80

Construction of houses and underground services, Goderich, Ont. Name of contractor, Ryan Home Builders, Ltd., Windsor, Ont. Date of contract, July 6, 1946. Amount of contract, \$150,000. A fair wages schedule was included in the contract as follows:—

Construction of houses and underground services, Ingersoll, Ont. Name of contractors, R. F. Booth Construction Company, Niagara Falls, Ont. Date of contract, July 5, 1946. Amount of contract, \$9,969.99. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tamperers, smoothers and spreaders...	.55
Brick and hollow tile layers	1.10
Brick and hollow tile layers' helpers .....	.55
(mixing and tempering mortar)	
Carpenters and joiners .....	.86
Cement finishers .....	.70
Cement and concrete mixer operators—steam..	.75
Cement and concrete mixer operators—gas or elec. ....	.65
Compressor operators (gas or elec.) .....	.65
Dragline operators, steam or gas.	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.96
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas, or elec.) .....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.80
Painters and glaziers .....	.70
Pipefitters (surface-temp. work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers .....	.95
Plasterers' helpers	
(mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.90
Riggers (general) .....	.61
Road grader operators—	

	Per Hour
Asphalt rakers	\$.65
Asphalt tamperers, smoothers and spreaders....	.55
Brick and hollow tile layers	1.00
Brick and hollow tile layers' helpers.....	.55
(mixing and tempering mortar)	
Carpenters and joiners .....	.90
Cement finishers .....	.70
Cement and concrete mixer operators—steam .....	.75
Cement and concrete mixer operators—gas or elec. ....	.65
Compressor operators (gas. or elec.).....	.65
Dragline operators, steam or gas.	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.80
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas. or elec.) .....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas or elec.) .....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.81
Painters and glaziers .....	.71
Pipefitters (surface-temp. work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers .....	.90
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.91
Riggers (general) .....	.61
Road grader operators—	
Horsedrawn .....	.55
Including team .....	.90
Gas .....	.60
Road roller operators (steam or gas.).....	.75
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp.....	.55
Roofers, sheet metal .....	.80
Sheet metal workers .....	.80
Shinglers (wood, asbestos) .....	.90
Steam shovel engineers	1.06

Per Hour

Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators—Letourneau, etc. ....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec.....	.80

Construction of houses and underground services, Kimberley, B.C. Name of contractor, Messrs. Smith Brothers and Wilson, Ltd., Vancouver, B.C. Date of contract, June 21, 1946. Amount of contract, \$375,000. A fair wages schedule was included in the contract as follows:—

Per Hour

Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders..	.65
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers .....	.75
(mixing and tempering mortar)	
Carpenters and joiners	1.10
Cement finishers .....	.90
Cement and concrete mixer operators—steam	.90
Cement and concrete mixer operators—gas or	
elec. ....	.70
Compressor operators (gas, or elec.) .....	.70
Dragline operators, steam or gas	1.22½
Dragline firemen .....	.79
Dragline oilers .....	.79
Drivers (teamsters) .....	.60
Drill runners .....	.70
Electricians (inside wiremen)	1.10
Engineers, operating, steam—	
Single or double drums	1.10
Three or more drums	1.22½
Engineers, crane (steam, gas, or elec.)	1.22½
Enginemn, stationary .....	.79
Hoist operators—tower (gas. or elec.) .....	.75
(under 12 H.P.)	
Hoist operators—tower (gas. or elec.)	1.00
(12 H.P. and over)	
Labourers—common .....	.60
Labourers—experienced bldg. ....	.65
Lathers—metal on metal	1.10
Lathers—other than metal on metal	1.00
Mortor truck drivers (under 5 tons) .....	.60
Motor truck drivers (5 tons and over) .....	.70
Ornamental iron workers .....	.90
Painters (spray) .....	.95
Painters and glaziers .....	.85
Pipefitters (surface—temp. work) .....	.70
Pipelayers, caulkers and solderers .....	.70
Plasterers	1.00
Plasterers' helpers .....	.75
(mixing and tempering material)	
Plumbers and steamfitters	1.10
Plumbers and steamfitters' helpers .....	.69
(all men assigned to help tradesmen)	
Riggers (general) .....	.75
Road grader operators (gas) .....	.95
Road roller operators .....	.75
Rodmen, reinforced steel .....	.70
Roofers, felt and gravel: patent: comp....	.65
Roofers, sheet metal	1.10
Sheet metal workers	1.10
Shinglers (wood, asbestos)	1.10
Steam shovel engineers	1.22½
Steam shovel cranemen	1.22½
Steam shovel firemen .....	.79
Steam shovel oilers .....	.79
Shovel operators (gas.)	1.22½
Tractor operators—Letourneau, etc. ....	.95
Tractor operators—small .....	.70
Watchmen .....	.55
Welders and burners—acetylene or elec.....	.90

Construction of houses and underground services, Rossland, B.C. Name of contractor, Kootenay Construction Company, Rossland, B.C. Date of contract, July 3, 1946. Amount of contract, \$375,000. A fair wages schedule was included in the contract as follows:—

Per Hour

Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders....	.65
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers .....	.75
(mixing and tempering mortar)	
Carpenters and joiners	1.10
Cement finishers .....	.90
Cement and concrete mixer operators—steam	.90
Cement and concrete mixer operators—gas or	
elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators, steam or gas	1.22½
Dragline firemen .....	.79
Dragline oilers .....	.79
Drivers (teamsters) .....	.60
Drill runners .....	.70
Electricians (inside wiremen)	1.10
Engineers, operating, steam—	
Single or double drums	1.10
Three or more drums	1.22½
Engineers, crane (steam, gas, or elec.)	1.22½
Enginemn, stationary .....	.79
Hoist operators—tower (gas. or elec.) .....	.75
(under 12 H.P.)	
Hoist operators—tower (gas. or elec.)	1.00
(12 H.P. and over)	
Labourers—common .....	.60
Labourers—experienced bldg. ....	.65
Motor truck drivers (under 5 tons) .....	.60
Motor truck drivers (5 tons and over) .....	.70
Ornamental iron workers .....	.90
Painters (spray) .....	.95
Painters and glaziers .....	.85
Pipefitters (surface—temp. work) .....	.70
Pipelayers, caulkers and solderers .....	.70
Plasterers	1.00
Plasterers' helpers .....	.75
(mixing and tempering material)	
Plumbers and steamfitters	1.10
Plumbers and steamfitters' helpers .....	.69
(all men assigned to help tradesmen)	
Lathers—metal on metal	1.10
Lathers—other than metal on metal	1.00
Riggers (general) .....	.75
Road grader operators (gas.) .....	.95
Road roller operators .....	.75
Rodmen, reinforced steel .....	.70
Roofers, felt and gravel: patent: comp....	.65
Roofers, sheet metal	1.10
Sheet metal workers	1.10
Shinglers (wood, asbestos)	1.10
Steam shovel engineers	1.22½
Steam shovel cranemen	1.22½
Steam shovel firemen .....	.79
Steam shovel oilers .....	.79
Shovel operators (gas.)	1.22½
Tractor operators—Letourneau, etc. ....	.95
Tractor operators—small .....	.70
Watchmen .....	.55
Welders and burners—acetylene or elec.....	.90

Construction of houses and underground services, London, Ont. Name of contractor, Sterling Construction Company, Windsor, Ont. Date of contract, July 11, 1946. Amount of

contract, \$125,985. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders .....	.55
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers.....	.55
(mixing and tempering mortar)	
Carpenters and joiners	1.00
Cement finishers .....	.70
Cement and concrete mixer operators—steam .....	.75
Cement and concrete mixer operators—gas or elec. ....	.65
Compressor operators (gas. or elec.).....	.60
Dragline operators, steam or gas.....	1.06
Dragline firemen .....	.70
Dragline oilers .....	.60
Drivers .....	.51
Driver, team and wagon .....	.90
Drill runners .....	.60
Electricians (inside wiremen)	1.10
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas. or elec.).....	.85
Enginemmen, stationary .....	.60
Hoist operators—tower (gas. or elec.).....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.75
Painters and glaziers .....	.70
Pipefitters (surface-temp. work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers	1.06
Plasterers' helpers	
(mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.96
Riggers (general) .....	.65
Road grader operators:—	
Horsedrawn .....	.55
Including team .....	.90
Gas. ....	.65
Road roller operators (steam or gas.).....	.75
Rodmen, reinforced steel .....	.60
Roofers, felt and gravel: patent: comp.....	.55
Roofers, sheet metal .....	.80
Sheet metal workers .....	.80
Shinglers (wood, asbestos)	1.00
Steam shovel engineers	1.06
Steam shovel firemen .....	.70
Steam shovel oilers .....	.60
Shovel operators (gas.)	1.06
Tractor operators—Letourneau, etc. ....	.80
Tractor operators—small .....	.70
Watchmen .....	.46
Welders and burners—acetylene or elec.....	.85

Construction of houses and underground services, Brantford, Ont. Name of contractor (foundations only), Messrs. Stevenson and Hunt, Ltd., London, Ont. Date of contract, July 10, 1946. Amount of contract, \$39,320. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders....	.55
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers.....	.55
(mixing and tempering mortar)	
Carpenters and Joiners .....	.95
Cement finishers .....	.76
Cement and concrete mixer operators—steam..	.75

	Per Hour
Cement and concrete mixer operators—gas or elec. ....	.65
Compressor operators (gas. or elec.) .....	.65
Dragline operators, steam or gas.	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.81
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas or elec.).....	.85
Enginemmen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.51
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.76
Painters and glaziers .....	.71
Pipefitters (surface-temp. work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers	1.06
Plasterers' helpers	
(mixing and tempering material)	
Plumbers and steamfitters .....	.91
Riggers (general) .....	.61
Road grade operators:	
Horsedrawn .....	.55
Including team .....	.90
Gas. ....	.60
Road roller operators (steam or gas).....	.75
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp.....	.55
Roofers, sheet metal .....	.76
Sheet metal workers .....	.76
Shinglers (wood, asbestos) .....	.95
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators—Letourneau, etc. ....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec.....	.80

Construction of houses and underground services, St. James, Man. Name of contractor, Bird Construction Company, Winnipeg, Man. Date of contract, July 15, 1946. Amount of contract, \$176,540. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalters	\$.68
Asbestos insulation workers .....	.90
Blacksmiths .....	.80
Blacksmiths' helpers .....	.62½
Brick and hollow tile layers	1.25
Brick and hollow tile layers' helpers	
(mixing and tempering mortar) .....	.67½
Carpenters and joiners	1.05
Cement finishers .....	.75
Cement and concrete mixer operators—steam .....	.95
Cement and concrete mixer operators—gas or elec. ....	.65
Compressor operators (gas. or elec.) .....	.65
Dragline operators, steam or gas.	1.10
Dragline firemen .....	.70
Dragline oilers .....	.60
Drivers .....	.60
Driver, team and wagon	1.00
Drill runners .....	.65

	Per Hour
Electricians, (inside wiremen)	1.05
Engineers, operating, steam	1.10
Engineers, crane (steam gas or elec.)	1.10
Enginemmen, stationary .....	.70
Hoist operators—tower (gas or elec.) .....	.65
Labourers—skilled .....	.62½
Labourers—common .....	.58
Lathers—metal .....	.90
Lathers—wood .....	.80
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers	1.00
Painters (spray) .....	.95
Painters and glaziers .....	.90
Pipefitters (surface-temp. work) .....	.70
Pipelayers, caulkers and solderers .....	.70
Plasterers	1.25
Plasterers' helpers (mixing and tempering material) .....	.67½
Plumbers and steamfitters	1.15
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.67½
Riggers (general) .....	.75
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Gas .....	.75
Road roller operators (steam or gas) .....	.95
Rodmen, reinforced steel .....	.62½
Roofers, felt and gravel: patent: comp. ....	.70
Roofers, sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers (wood, asbestos) .....	.90
Steam shovel engineers	1.10
Steam shovel firemen .....	.70
Steam shovel oilers .....	.60
Shovel operators (gas)	1.10
Tractor operators—Letourneau, etc. ....	.85
Tractor operators—small .....	.75
Watchmen .....	.53
Welders and burners—acetylene or elec. ....	.85

Construction of houses and underground services, Transcona, Man. Name of contractor, Bird Construction Company, Winnipeg, Man. Date of contract, July 16, 1946. Amount of contract, \$94,162. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalters	\$.70
Brick and hollow tile layers	1.35
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.73
Carpenters and joiners	1.15
Cement finishers .....	.80
Cement and concrete mixer operators—steam .....	.80
Cement and concrete mixer operators—gas or elec. ....	.70
Compressor operators (gas or elec.) .....	.70
Dragline operators, steam or gas	1.20
Dragline firemen .....	.80
Dragline oilers .....	.65
Drivers .....	.60
Driver, team and wagon	1.00
Drill runners .....	.70
Electricians (inside wiremen)	1.15
Engineers, operating, steam:	
Single or double drums	1.15
Three or more drums	1.20
Engineers, crane (steam, gas, or elec.)	1.20
Enginemmen, stationary .....	.80
Hoist operators—tower (gas or elec.) .....	.70
Labourers—skilled .....	.68
Labourers—common .....	.60

	Per Hour
Lathers—metal	1.00
Lathers—wood	1.00
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Ornamental iron workers	1.10
Painters (spray)	1.00
Painters and glaziers	1.00
Pipefitters (surface-temp. work) .....	.80
Pipelayers, caulkers and solderers .....	.80
Plasterers	1.35
Plasterers' helpers .....	.73
(mixing and tempering material)	
Plumbers and steamfitters	1.25
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.73
Riggers (general) .....	.80
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Gas .....	.80
Road roller operators (steam or gas)	1.05
Rodmen, reinforced steel .....	.68
Roofers, felt and gravel: patent: comp. ....	.75
Roofers, sheet metal .....	.90
Sheet metal workers .....	.90
Shinglers (wood, asbestos) .....	.95
Steam shovel engineers	1.20
Steam shovel firemen .....	.80
Steam shovel oilers .....	.65
Shovel operators (gas)	1.20
Tractor operators—Letourneau, etc. ....	.85
Tractor operators—small .....	.75
Watchmen .....	.55
Welders and burners—acetylene or elec. ....	.90

Construction of houses and underground services, Montreal, P.Q. Name of contractor, Messrs. L. G. Ogilvie and Company, Montreal, P.Q. Date of contract, July 16, 1946. Amount of contract, \$315,968. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.71
Asphalt tamperers, smoothers and spreaders....	.66
Brick and hollow tile layers	1.06
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.66
Carpenters and joiners .....	.96
Cement finishers .....	.81
Cement and concrete mixer operators—steam .....	.81
Cement and concrete mixer operators—gas. or elec. ....	.76
Compressor operators (gas or elec.) .....	.76
Dragline operators, steam or gas	1.16
Dragline firemen .....	.71
Dragline oilers .....	.66
Drivers .....	.61
Driver, team and wagon	1.01
Drill runners .....	.71
Electricians (inside wiremen)	1.01
Engineers, operating, steam .....	.96
Engineers, crane (steam, gas, or elec.) .....	.91
Enginemmen, stationary .....	.71
Hoist operators—tower (gas, or elec.) .....	.81
Labourers .....	.61
Lathers—metal .....	.96
Lathers—wood .....	.86
Motor truck drivers .....	.61
Motor truck driver and truck	1.61
Ornamental iron workers .....	.90
Painters (spray) .....	.91
Painters and glaziers .....	.86
Pipefitters (surface-temp. work) .....	.71

	Per Hour
Pipelayers, caulkers and solderers .....	.66
Plasterers	1.06
Plasterers' helpers .....	.66
(mixing and tempering material)	
Plumbers and steamfitters	1.01
Riggers (general) .....	.71
Road grader operators:	
Horsedrawn .....	.66
Including team	1.01
Gas .....	.76
Road roller operators (steam or gas) .....	.86
Rodmen, reinforced steel .....	.76
Roofers, felt and gravel: patent: comp: .....	.71
Roofers, sheet metal .....	.96
Sheet metal workers .....	.96
Shinglers (wood, asbestos) .....	.96
Steam shovel engineers	1.16
Steam shovel firemen .....	.71
Steam shovel oilers .....	.66
Shovel operators (gas)	1.16
Tractor operators—Letourneau, etc. ....	.86
Tractor operators—small .....	.71
Watchmen .....	.56
Welders and burners—acetylene or elec. ....	.91

Construction of houses and underground services, Montreal, P.Q. Name of contractor, G. Archambault, Ltd., Montreal, P.Q. Date of contract, July 18, 1946. Amount of contract, \$121,070. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.71
Asphalt tampers, smoothers and spreaders .....	.66
Brick and hollow tile layers	1.06
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.66
Carpenters and joiners .....	.96
Cement finishers .....	.81
Cement and concrete mixer operators— steam .....	.81
Cement and concrete mixer operators—gas, or elec. ....	.76
Compressor operators (gas. or elec.) .....	.76
Dragline operators, steam or gas	1.16
Dragline firemen .....	.71
Dragline oilers .....	.66
Drivers .....	.61
Driver, team and wagon	1.01
Drill runners .....	.71
Electricians (inside wiremen)	1.01
Engineers, operating, steam .....	.96
Engineers, crane (steam, gas, or elec.) .....	.91
Enginemen, stationary .....	.71
Hoist operators—tower (gas, or elec.) .....	.81
Labourers .....	.61
Lathers—metal .....	.96
Lathers—wood .....	.86
Motor truck drivers .....	.61
Motor truck driver and truck	1.61
Ornamental iron workers .....	.90
Painters (spray) .....	.91
Painters and glaziers .....	.86
Pipefitters (surface-temp. work) .....	.71
Pipelayers, caulkers and solderers .....	.66
Plasterers	1.06
Plasterers' helpers .....	.66
(mixing and tempering material)	
Plumbers and steamfitters	1.01
Riggers (general) .....	.71
Road grader operators:	
Horsedrawn .....	.66
Including team	1.01
Gas .....	.76
Road roller operators (steam or gas) .....	.86

	Per Hour
Rodmen, reinforced steel .....	.76
Roofers, felt and gravel: patent: comp: .....	.71
Roofers, sheet metal .....	.96
Sheet metal workers .....	.96
Shinglers (wood, asbestos) .....	.96
Steam shovel engineers	1.16
Steam shovel firemen .....	.71
Steam shovel oilers .....	.66
Shovel operators (gas)	1.16
Tractor operators—Letourneau, etc. ....	.86
Tractor operators—small .....	.71
Watchmen .....	.56
Welders and burners—acetylene or elec. ....	.91

Construction of houses and underground services, Brandon, Man. Name of contractor, Mr. E. C. Higgins, Brandon, Man. Date of contract, July 27, 1946. Amount of contract, \$300,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalters	\$.65
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.68
Carpenters and joiners	1.00
Cement finishers .....	.75
Cement and concrete mixer operators— steam .....	.70
Cement and concrete mixer operators—gas or elec. ....	.60
Compressor operators (gas or elec.) .....	.60
Dragline operators (steam or gas)	1.00
Dragline firemen .....	.70
Dragline oilers .....	.60
Drivers .....	.55
Driver, team and wagon .....	.95
Drill runners .....	.60
Electricians (inside wiremen)	1.00
Engineers, operating, steam:	
Single or double drums .....	.95
Three or more drums	1.00
Engineers, crane (steam, gas or elec.)	1.00
Enginemen, stationary .....	.70
Hoist operators—tower (gas. or elec.) .....	.60
Labourers—skilled .....	.63
Labourers—common .....	.55
Lathers—metal	1.00
Lathers—wood	1.00
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers	1.10
Painters (spray) .....	.95
Painters and glaziers .....	.95
Pipefitters (surface-temp. work) .....	.75
Pipelayers, caulkers and solderers .....	.75
Plasterers	1.20
Plasterers' helpers (mixing and tempering material) .....	.68
Plumbers and steamfitters	1.15
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.68
Riggers (general) .....	.75
Road grader operators:	
Horsedrawn .....	.60
Including team .....	.95
Gas .....	.75
Road roller operators (steam or gas) .....	.90
Rodmen, reinforced steel .....	.63
Roofers, felt and gravel: patent: comp. ....	.70
Roofers, sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers (wood, asbestos) .....	.85
Steam shovel engineers	1.00
Steam shovel firemen .....	.70

	Per Hour
Steam shovel oilers .....	.60
Shovel operators (gas)	1.00
Tractor operators—Letourneau, etc. ....	.80
Tractors operators—small .....	.70
Watchmen .....	.50
Welders and burners—acetylene or elec. ....	.85

Construction of houses and underground services, Port Alberni, B.C. Name of contractor, Mr. Thor Peterson, Port Alberni, B.C. Date of contract, July 25, 1946. Amount of contract, \$150,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.81
Asphalt tampers, smoothers and spreaders....	.71
Brick and hollow tile layers	1.29
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.81
Carpenters and joiners	1.12
Cement finishers	1.02
Cement and concrete mixer operators— steam	1.02
Cement and concrete mixer operators—gas or elec. ....	.81
Compressor operators (gas. or elec.) .....	.81
Dragline operators, steam or gas	1.24
Dragline firemen .....	.80
Dragline oilers .....	.80
Drivers (teamsters) .....	.65
Drill runners .....	.81
Electricians (inside wiremen)	1.19
Engineers, operating, steam:	
Single or double drums	1.12
Three or more drums	1.24
Engineers, crane, (steam, gas. or elec.)	1.24
Enginemmen, stationary .....	.80
Hoist operators—tower (gas. or elec.) (under 12 H.P.) .....	.81
Hoist operators—tower (gas. or elec.) (12 H.P. and over)	1.12
Labourers—common .....	.65
Labourers—experienced bldg. ....	.71
Motor truck drivers (under 5 tons) .....	.66
Motor truck drivers (5 tons and over).....	.75
Ornamental iron workers	1.12
Painters (spray)	1.07
Painters and glaziers .....	.97
Pipefitters (surface-temp. work) .....	.77
Pipelayers, caulkers and solderers .....	.77
Plasterers	1.22½
Plasterers' helpers (mixing and tempering material) .....	.81
Plumbers and steamfitters	1.19
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.69
Lathers, metal on metal	1.25
Lathers, other than metal on metal	1.18
Riggers (general) .....	.81
Road grader operators (gas)	1.06
Road roller operators .....	.85
Rodmen, reinforced steel .....	.81
Roofers, sheet metal	1.18
Sheet metal workers	1.18
Shinglers (wood, asbestos)	1.12
Steam shovel engineers	1.24
Steam shovel cranemen	1.24
Steam shovel firemen .....	.80
Steam shovel oilers .....	.80
Shovel operators (gas.)	1.24
Tractor operators—Letourneau, etc.	1.06
Tractor operators—small .....	.81
Watchmen .....	.60

	Per Hour
Welders and burners—acetylene or elec.	1.00
Roofer, felt and gravel: patent: comp.	
Foreman	1.00
Skilled .....	.81
Semi-skilled .....	.71
Unskilled .....	.65

Construction of houses and underground services, Cumberland, B.C. Name of contractor, Victoria Housing Ltd., Victoria, B.C. Date of contract, July 25, 1946. Amount of contract, \$105,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.81
Asphalt tampers, smoothers and spreaders....	.71
Brick and hollow tile layers	1.29
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.81
Carpenters and joiners	1.12
Cement finishers	1.02
Cement and concrete mixer operators— steam	1.02
Cement and concrete mixer operators—gas. or elec. ....	.81
Compressor operators (gas. or elec.) .....	.81
Dragline operators, steam or gas	1.24
Dragline firemen .....	.80
Dragline oilers .....	.80
Drivers (teamsters) .....	.65
Drill runners .....	.81
Electricians (inside wiremen)	1.19
Engineers operating, steam:	
Single or double drums	1.12
Three or more drums	1.24
Engineers, crane (steam, gas. or elec.)	1.24
Enginemmen, stationary .....	.80
Hoist operators—tower (gas. or elec.).....	.81
Hoist operators—tower (gas. or elec.)..... (12 H.P. and over)	1.12
Labourers—common .....	.65
Labourers—experienced bldg. ....	.71
Motor truck drivers (under 5 tons) .....	.66
Motor truck driver (5 tons and over) .....	.75
Ornamental iron workers	1.12
Painters (spray)	1.07
Painters and glaziers .....	.97
Pipefitters (surface-temp. work) .....	.77
Pipelayers, caulkers and solderers .....	.77
Plasterers	1.22½
Plasterers' helpers (mixing and tempering material) .....	.81
Plumbers and steamfitters	1.19
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.69
Lathers, metal on metal	1.25
Lathers, other than metal on metal	1.18
Riggers (general) .....	.81
Road grader operators (gas)	1.06
Road roller operators .....	.85
Rodmen, reinforced steel .....	.81
Roofers, sheet metal	1.18
Sheet metal workers	1.18
Shinglers (wood, asbestos)	1.12
Steam shovel engineers	1.24
Steam shovel cranemen	1.24
Steam shovel firemen .....	.80
Steam shovel oilers .....	.80
Shovel operators (gas.)	1.24
Tractor operators—Letourneau, etc.	1.06
Tractor operators—small .....	.81
Watchmen .....	.60
Welders and burners—acetylene or elec.	1.00

	Per Hour
Roofer, felt and gravel: patent: comp.	
Foremen	1.00
Skilled .....	.81
Semi-skilled .....	.71
Unskilled .....	.65

Construction of houses and underground services, Penetanguishene, Ont. Name of contractor, Penetang Cement Block and Brick Company, Penetang, Ont. Date of contract, July 25, 1946. Amount of contract, \$91,460. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders....	.55
Brick and hollow tile layers	1.00
Brick and hollow tile layers' helpers.....	.55
(mixing and tempering mortar)	
Carpenters and joiners .....	.90
Cement finishers .....	.70
Cement and concrete mixer operators	
—steam .....	.75
Cement and concrete mixer operators—gas. or elec. ....	.65
Compressor operators (gas. or elec.) .....	.65
Dragline operators, steam or gas	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.35
Drill runners .....	.60
Electricians (inside wiremen) .....	.80
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas. or elec.) .....	.85
Enginemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.51

	Per Hour
Lathers—metal .....	.80
Lathers—wood .....	.75
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.81
Painters and glaziers .....	.71
Pipefitters (surface—temp. work) .....	.65
Pipelayers, caulkers and solderers .....	.60
Plasterers .....	.90
Plasterers' helpers	
(mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.91
Riggers (general) .....	.61
Road grader operators:	
Horsedrawn .....	.55
Including team .....	.90
Gas .....	.60
Road roller operators (steam or gas.) .....	.75
Rodmen, reinforced steel .....	.56
Roofers, felt and gravel: patent: comp. ...	.55
Roofers, sheet metal .....	.80
Sheet metal workers .....	.80
Shinglers (wood, asbestos) .....	.90
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators—Letourneau, etc. ....	.75
Tractor operators—small .....	.65
Watchmen .....	.46
Welders and burners—acetylene or elec. ....	.80

CONTRACTS FOR THE MANUFACTURE OF SUPPLIES AND EQUIPMENT

Department	No. of Contracts	Aggregate Amount
		\$
Post Office	14	36,296 72
Reconstruction and Supply	4,258	5,246,425 00
Royal Canadian Mounted Police ..	1	3,024 00

Labour Law

Labour Legislation Enacted by the Parliament of Canada in 1946

THE Parliament of Canada during its session from March 14 to August 31, 1946, enacted in statutory form, with some changes, the regulations providing workmen's compensation for merchant seamen, amended the Unemployment Insurance Act, consolidated the Reinstatement in Civil Employment Act and Regulations, and amended laws relating to family allowances, housing and income tax. A large body of veterans' legislation, both new and amending Acts, was also passed.

Unemployment Insurance

Major changes in the Unemployment Insurance Act, 1940, to come into effect by Proclamation, extend unemployment insurance benefits to merchant seamen, increase from \$1.00 to \$1.50 a day the amount of money which an unemployed person drawing benefits from the unemployment insurance fund may earn without being disqualified, and make the Employment Service responsible to the Minister of Labour.

The provisions of the Veterans Rehabilitation Act authorizing the granting of unemployment insurance to veterans have been repealed and now appear in Part IV of the Unemployment Insurance Act. A new amendment provides that "veteran" now includes merchant seamen. Employment in transport by water, both inland and deep sea, is thus made insurable, but the Minister of Labour in introducing the Bill pointed out that "until reciprocal arrangements have been completed with the United States and Great Britain our coverage of deep sea vessels will be somewhat limited, but a start is being made and it is fully anticipated that proper arrangements can be made with these other countries as to the jurisdiction over vessels of different registry."

Other amendments widen the interpretation of "dependent" to include persons who maintain a self-contained domestic establishment and support therein a wholly dependent person connected by blood relationship, marriage or adoption, and give the Unemployment Insurance Commission additional powers to make regulations, including power to require persons seeking employment and employers engaging employees to notify the Employment Service.

Workmen's Compensation for Merchant Seamen

The Merchant Seamen Compensation Act gives statutory form to the Merchant Seamen Compensation Regulations made under the War Measures Act by Order in Council (P.C. 4755), effective August 1, 1945, (L.G. 1945, p. 1347). The Act, like the Regulations, covers seamen employed on ships registered in Canada or chartered by demise to persons resident in Canada or having their principal place of business in Canada, when the ships are engaged on foreign or home-trade voyages. In addition, the Act provides that, if ordered by the Governor in Council, coverage may be extended to seamen engaged in Canada and employed on ships registered outside Canada and operated by persons resident in Canada or having their principal place of business in Canada.

The Act stipulates that the three members of the Merchant Seamen Compensation Board, appointed by the Governor in Council, are to hold office during pleasure and are to be paid such salary as the Governor in Council may fix. The Board may, with the approval of the Governor in Council, employ such professional, technical or clerical assistants as it deems necessary and fix their remuneration.

The system established is one of individual liability of the employer who is required to cover the seamen in his employ by insurance satisfactory to the Board. If the risks of compensation are not covered by insurance, the Board may give notice in writing to the chief officer of Customs and the ship may be detained until he receives notice from the Board that he may release the ship.

The benefits provided and other conditions are identical with the Regulations of 1945.

Reinstatement in Employment

The Reinstatement in Civil Employment Act, 1946, is a consolidation of the provisions of the 1942 Act which is now repealed and of certain Orders in Council made under the War Measures Act and the National Emergency Transitional Powers Act, 1945. These Orders in Council include the Reinstatement Regulations (P.C. 77), of January 11, 1945.

(L.G. 1945, p. 192), Order in Council P.C. 5324 of August 2, 1945, (L.G. 1945, p. 1349) and Order in Council P.C. 6769 of November 6, 1945 (L.G. 1945, p. 1843) as amended by P.C. 1298 of April 9, 1946, (L.G. 1946, p. 683).

The Act defines "reinstatement period" as a period of three months after discharge from the service or from hospital treatment following discharge in Canada, or four months, if overseas. With the exception of persons undergoing training for employment as merchant seamen in Dominion Government Marine and Engineering Training Schools, the Act is declared not to apply to persons who were hired as merchant seamen on or after May 7, 1945. A new section fixes December 31, 1946, as the date upon which the service of a merchant seaman is deemed to have terminated for the purposes of reinstatement under the Act, or if he is engaged on a voyage on such date, the day that the voyage is concluded. A new provision extends the time limit to one year within which enforcement proceedings may be instituted.

Emergency Powers

An amendment in the National Emergency Transitional Powers Act, 1945, changes the date of the expiry of the Act from the fifteenth day to the sixtieth day after Parliament first meets in 1947, provided Parliament does not meet in November or December, 1946, in which case the Act will expire on December 31, 1946.

Housing

The National Housing Act, 1944, was amended to extend from 20 to 25 years the normal term of loans to home-owners, and to facilitate the making of loans jointly with lending institutions to assist in the construction of houses on farms. In addition to loans to owners, loans to lessees with long-term leases are also provided for. New sections enable the Central Mortgage and Housing Corporation to make direct loans to persons engaged in the mining, lumbering, logging or fishing industry, and make statutory provision for the operation of the Integrated Housing Plan instituted by Order in Council of October 12, 1945, by which the Corporation may enter into contracts with builders to encourage the building of houses for sale to prospective home-owners, and for the Home Conversion Plan. See page 1207 in this issue.

Family Allowances

Minor amendments in the Family Allowances Act, 1944, which are to come into effect by Proclamation, relating to conditions which result in the cutting off of an allowance, deal

mainly with the provision regarding school attendance. In view of the varied requirements of the provinces as to compulsory school attendance, it is now provided that an allowance will cease to be payable if a child does not regularly attend school in conformity with the age limits and other conditions laid down by the educational authorities of the province in which he resides, or, in the case of an Indian or Eskimo child or a child in the Northwest or Yukon Territories, by an educational authority prescribed by regulation. If not regularly attending school, any such child, in order to be eligible for an allowance must, in the opinion of the competent educational authorities, be receiving adequate equivalent training. The Act adds the proviso that where provincial educational authorities fail to supply any information requested, the Governor in Council may prescribe an alternative method of obtaining such information. A condition formerly implied in the Act was made explicit: it is stipulated that the allowance ceases to be payable when a child ceases to be maintained by a parent. Other changes made are for purposes of clarification and rearrangement.

Pensions for Employees of Government Corporations

Under the Government Companies Operation Act, which on Proclamation is to apply to any company incorporated under Part I of the Companies Act, 1934, companies, with the approval of the Governor in Council, may set up pension funds or group insurance plans for their employees or continue any such fund or plan already established. The Act states expressly that employees of such companies are within the scope of the Government Employees Compensation Act, and that the Civil Service Superannuation Act does not apply to them. It is stipulated, however, that a civil servant who becomes an employee of a company will continue to be eligible for all the benefits, except salary, as a civil servant that he would have been eligible to receive had he remained under the Civil Service Superannuation Act. If he continues while employed by the company to be a contributor under the Act, his service with the company is to be counted as service in the civil service and he or his dependants may be granted any gratuities provided by the Act. If he leaves the company's service he is to be eligible for re-appointment in the civil service or to receive the same benefits as if retiring under like circumstances from the civil service.

Every company to which the Act applies is to be considered an agent of His Majesty and

has the right to sue and be sued, and to contract under its corporate name.

The Act requires every company to submit an annual report to the Minister containing its financial statements and such other information as the Minister may prescribe, to be tabled in Parliament, if in session, or if it is not, within 15 days after the next meeting of Parliament.

Veterans' Legislation

Twelve Acts, many of which represent the approval by Parliament of legislation already in effect by Order in Council under the War Measures Act, deal with veterans' affairs. These include amendments to the Pension Act, the Veterans Rehabilitation Act, the War Service Grants Act and the Veterans' Land Act. Other Acts authorize the provision of financial and other benefits to supervisors in the auxiliary services, to the Corps of Canadian Fire Fighters, to Canadian service men in the Allied Forces and their dependants and to certain veterans unemployable through disability. A special article on veterans' rehabilitation will appear in a later issue of the *LABOUR GAZETTE*.

Citizenship

The Canadian Citizenship Act defines who are Canadian citizens by birth and sets forth the qualifications for naturalization as a Canadian citizen. In future, non-Canadian British subjects must make application for certificates of citizenship. Subject to other qualifications, members of the armed services may become Canadian citizens after only one year's residence in Canada. Naturalized persons, not in certain excepted classes, who are absent from Canada for six years or more will automatically cease to be Canadian citizens unless they take steps to protect their citizenship.

The Immigration Act was also amended to bring its definitions into line with those in the Citizenship Act.

Income War Tax

Amendments in the Income War Tax Act include changes in the provisions relating to taxation of pension fund payments and of co-operatives.

Pensions

An amendment, effective June 27, 1946, applies to: payments out of a superannuation or pension fund or plan upon the death, withdrawal, or retirement of an employee, or former employee, in full satisfaction of his rights in the fund or plan; payments by an employer to an employee upon retirement, in recognition of long service; and payments by

a person to a former employee in respect of loss of office or employment. Such amounts are to be taxed, at the taxpayer's option, either as income for the year in which he received them or at a rate equal to the percentage which the tax upon the taxpayer's income during his last full year in employment is of that income. A change was also made in the deduction allowed from income of any person entitled to a payment out of an employees' superannuation or pension fund or plan, of which the investment income has been exempt from taxation, by reason of an election for such exemption by the trustees or corporation administering it. The deduction from income now allowed is either the proportion of the payment which was received out of such fund that the aggregate of the amounts paid by the employee into the fund or plan, while it was exempt from tax, is of the aggregate of all the amounts paid by him into the fund or plan; or the proportion that the aggregate of the amounts paid into the fund by the employee during such tax-exempt period with interest at 3 per cent from the end of the year of payment to the commencement of the pension is of the aggregate of all amounts paid by him with interest at 3 per cent per annum, whichever is the greater.

Co-operatives

Amendments relating to co-operative associations carry out a number of recommendations of the Royal Commission on Co-operatives which was appointed in November, 1944, under the chairmanship of Mr. Justice Errol McDougall, and which reported in September, 1945.

The sections of the Act exempting co-operative associations and co-operative banking institutions from taxation were repealed. Exemption is now granted, for the first three taxation years after commencement of its business, to a corporation which begins business on or after January 1, 1947, and which is incorporated under provincial legislation providing for the establishment of co-operative corporations for the purpose of marketing, including processing, of natural products produced by, or acquired from its members or customers or of purchasing supplies or equipment or household necessities for, or to be sold to, its members or customers. The conditions of such exemption are:—that the statute under which incorporation is effected or the charter or by-laws of the company or its contracts with its members or customers hold forth the prospect that payments will be made to them in proportion to patronage; that all members are individuals and no member

has more than one vote; that the rate of interest on capital subscribed by its members or the dividends on its shares do not exceed 5 per cent per annum; that the value of the products produced by, or acquired from, and supplies, equipment and household necessities purchased for, or sold to, and services performed for, its customers, other than members, does not in the taxation year exceed 20 per cent of the total value of such goods and services dealt in by the corporation during that year; that no member of the corporation holds shares in or has subscribed capital to the corporation in excess of 5 per cent of the shares of the corporation issued or of the total capital subscribed for them; and that the business carried on is not, in the opinion of the Minister, a continuation of a previous business in which a substantial number of the members of the corporation had a substantial interest either as shareholders of the corporation carrying on the previous business or otherwise.

As to co-operative banks, the income of a credit union or co-operative credit society is exempt if it derives its revenue primarily from loans made to members residing within the territorial limits within the Province to which it is restricted for carrying on its business; or, if its members are credit unions which derive their revenues primarily from loans made to their members or under provincial co-operative legislation or for religious, educational, or charitable purposes, or credit unions no part of whose income enures to the benefit of any of their members.

Co-operative associations may claim as deductions from income the aggregate of payments of patronage dividends made (a) within the taxation year or within twelve months thereafter to customers of the taxation year; or (b) made within the taxation year or within

twelve months thereafter to customers of a previous taxation year, the deduction of which from income of a previous year was not permitted under (a). It is provided, however, that if the co-operative association has not paid patronage dividends in proportion to patronage in respect of all his customers of the taxation year at the same rate, with appropriate differences for different types or classes, grades or qualities of goods, products or services, the deduction allowed from income is to be the lesser of the two following amounts:—(1) the aggregate of the payments mentioned above; or (2) the aggregate of:—the amount of the income derived from business done with the members plus the amount of allocations in proportion to patronage made to non-members.

If the amount to be deducted under these provisions would leave the association with a taxable income less than an amount determined by deducting from 3 per cent of the capital employed in the business at the beginning of the taxation year, the interest, if any, paid during that year on borrowed money other than money borrowed from a bank incorporated under the Bank Act or from a co-operative bank and deductible as an expense in computing income, only such portion of the amount that would be so deductible may be deducted as will leave the co-operative with an income subject to tax equal to the amount so determined.

A number of definitions were added to the section relating to co-operatives including rules for computing patronage dividends.

The exemption from tax of mutual insurance companies was cancelled except for those mutual insurance corporations deriving their premiums wholly from insurance of religious, educational or charitable institutions.

Recent Regulations Under Dominion and Provincial Legislation

THE regulations noted below include a Dominion Order providing unemployment benefits for seamen pending the Proclamation of the amendments to the Unemployment Insurance Act, rules of the Quebec Labour Relations Board stipulating the conditions under which trade unions will be

recognized by the Board for the purposes of the Quebec Labour Relations Act and Orders in Quebec raising the minimum wage-rates payable to most workers of the Province. Certain changes are made in the Saskatchewan Minimum Wage Orders which were noted in the LABOUR GAZETTE in July.

Dominion

Unemployment Insurance for Merchant Seamen

Certain unemployed merchant seamen will receive out-of-work benefits as a result of an Order in Council (P.C. 3396) issued under the National Emergency Transitional Powers

Act on August 9, 1946, and gazetted August 19. The Order, which authorizes the closing of merchant seamen manning pools from July 31, 1946, provided for the payment of benefits to these seamen until the Bill bringing seamen under the Unemployment Insurance

Act was enacted. This Bill was passed at the recent session of Parliament. The Act is to come into force on Proclamation.

The Regulations stipulate that to be eligible for "out-of-work" allowances for a period not exceeding 15 weeks in the 12 months beginning August 1, 1946, a merchant seaman: (1) must prove that he is unemployed and available for work but unable to secure suitable employment; (2) must be certified by the Director of Merchant Seamen as having been eligible for the War Service Bonus or Special War Bonus; (3) on July 31, 1946, must be a member of a manning pool; and (4) must reside at or near Halifax, Sydney, Saint John, Quebec City, Montreal, Vancouver, or Victoria.

The allowances, based on Unemployment Insurance benefits, will be paid weekly through the Unemployment Insurance Commission at

the daily rate of \$2.04 or \$2.40 for a seaman with dependents. Payment to a seaman of these benefits will be subject to the provisions of the Unemployment Insurance Act dealing with qualification for benefits except as to the qualifying period of employment and the payment of contributions.

Surcharge on Pilotage Dues

An Order in Council (P.C. 2454) of June 18, 1946, gazetted July 13, reduces the surcharge on pilotage dues from 25 per cent to the former rate of 15 per cent in the pilotage district of British Columbia (L.G. 1942, p. 307).

The same reductions were made for the Quebec, Montreal, and St. Lawrence—Kingston—Ottawa districts by Orders in Council dated April 16 and gazetted May 11, 1946.

Provincial

Quebec Apprenticeship Assistance Act

Another Apprenticeship Commission, that of the cloakmaking trade in Montreal, was incorporated under this Act (L.G. 1946, p. 994) by an Order in Council of August 7, gazetted August 10.

Quebec Labour Relations Act

By-law No. 1 of the Labour Relations Board, laying down certain requirements before unions can be recognized by the Board was gazetted on August 3 and approved by an Order in Council of July 31. To be considered a member of a union, a person must be at least 16, must have been regularly admitted to membership and signed a dated admission form, must have personally paid an initiation fee of at least \$1, be personally obliged to pay dues of at least 50 cents monthly, have paid at least one month's dues and not be more than three months in arrears, and must be in employment connected with the normal occupations of the employer against whom recognition is requested.

A certificate of "recognition", if cancelled, must be returned to the Labour Relations Board. The Board will notify the employer concerned when it grants, refuses, confirms or revokes the recognition of a union.

Quebec Minimum Wage Act

GENERAL ORDER 4

The minimum rates for most workers in commercial and industrial establishments have been raised and the new minimum for teachers

is \$600 yearly instead of \$300 as a result of amendments made to Order 4 governing all workers under the Act who are not covered by special Orders. The three amending Orders were approved by Orders in Council on July 31 and August 7 respectively. They were gazetted August 10.

A new Order, No. 2, approved by an Order in Council of July 31, gazetted August 3, stipulates that every hourly-paid worker covered by a Wage Order and not governed by a collective agreement must be paid at time and one-half his regular rate of pay for overtime as defined in the Wage Order, notwithstanding the provisions of any other Order. This follows the recent amendment to the Act giving the Minimum Wage Board specific authority to fix overtime rates for hourly-rated workers not within the scope of a collective agreement. (L.G. 1946, p. 681). Order 4 fixed the overtime rate at time and one-half the minimum rate.

INDUSTRIAL AND COMMERCIAL ESTABLISHMENTS

Higher minimum rates have been fixed for most Quebec workers excluding those within the scope of special Orders and those outside the Minimum Wage Act such as domestic servants, farm labourers and employees of religious or teaching institutions (except school boards) and a few others.

"Industrial establishments" in the Order include forest operations, mines, quarries, construction work of all kinds, factories, dairy and cheese factories, laundries and workshops of all kinds. "Commercial establishments" include shops, beauty parlours, banks, trust companies, financial offices of different kinds, public

utilities, theatres and other places of amusement, hotels and restaurants, boarding houses, public and school corporations and others.

Two minimum rates are now established for 75 and 25 per cent respectively of the experienced permanent workers in an industrial or commercial establishment, instead of three rates for 60, 25 and 15 per cent of them. As before, different rates apply to the four zones into which the Province is divided: Zone I, Montreal Island and district; II, places with 10,000 or more population; III, places with between 2,000 and 10,000 population; and Zone IV, other places.

The new rates for Zone I are: 35 and 30 cents an hour for 75 and 25 per cent respectively of the workers in an establishment instead of 26, 22 and 17 cents for 60, 25 and 15 per cent respectively; in Zone II, 32 and 28 cents instead of 24, 20 and 15 cents; in Zone III, 28 and 24 cents an hour instead of 22, 18 and 13; and in Zone IV, 25 and 20 cents an hour instead of 20, 16 and 12 cents an hour.

As before, there is a learning period of six months for inexperienced workers, but their minimum rates are raised to 27, 25, 21 and 18 cents in the four zones. The learners' rate was previously 10 per cent less than the minimum for the lowest paid group, 15 per cent of the experienced workers in an establishment.

For temporary workers, those who work no more than two days in a week or, during November and December at least 30 hours a week in shops, the new minimum rates are 30, 28, 24 and 20 cents in the four zones. The repealed rates were 25, 20, 18 and 15 cents, except in shops during November and December where they were 20, 15, 15 and 12 cents.

The same rates as those for temporary workers in industrial and commercial establishments now apply also to workers for whom minima are not fixed in any Wage Order, including persons employed by public corporations; these were formerly 25 cents in Zones I and II, 18 in III and 13 in IV.

OFFICE WORKERS

The increased rates for experienced office workers are the same as those for others in industrial and commercial places of business: 35, 32, 28 and 25 cents in the four zones; the old rates were 25, 22½, 20 and 15 cents. The new learning period is increased from one to two years, the hourly rates being 20, 18, 15 and 15 for the first six months, 25, 23, 18 and 18 for the next six months, and 30, 28, 24 and 20 for the second year. The learners' rates were previously 17, 15, 13 and 12 cents.

TEACHERS

The yearly minimum for teachers employed by school boards has been raised from \$300 to \$600. The Act to ensure the Progress of Education, recently proclaimed in effect (L.G. 1946, p. 682), provides that teachers in all municipalities must receive a minimum annual salary of \$600. As before, ⅙ of the minimum is payable monthly between September and June inclusive, and no deduction may be made for lodging supplied by a school board.

TRANSPORT

The minimum rates for drivers of horse-drawn vehicles employed by cartage and transfer companies and of motor vehicles are raised to 35, 32, 28 and 25 cents an hour in the respective zones from 25, 20, 18 and 15 cents. The minima for drivers of buses and commercial vehicles or delivery cars weighing at least 2½ tons are increased to 40, 37, 33 and 30 cents an hour from 30, 25, 23 and 20 cents.

Helpers of the above drivers and boys delivering articles of more than 25 lbs. must now be paid at least 30, 28, 24 and 20 cents, instead of 20, 18, 16 and 14 cents. For messengers and delivery boys the minimum is now 15 instead of 10 cents an hour in all zones, and 20 cents instead of 12, if the boy uses his own bicycle.

Garage employees must now be paid at least 40, 37, 33 and 30 cents an hour according to the zone; the former minima were 40, 35, 30 and 25 cents.

WATCHMEN

To watchmen at least 30, 28, 24 and 20 cents an hour must be paid instead of 25, 25, 20 and 15 cents. To workers employed in cleaning, heating and maintaining schools the new rates are the same as for watchmen; previously, they were 25, 25, 18 and 13 cents.

OVERTIME

The former provision in Order 4 calling for time and one-half the minimum rate for overtime, now superseded by Order 2 requiring time and one-half the regular rate, did not apply to certain workers, but the amended Order includes them in this provision. These workers are: (1) workers employed by the week, month or year and paid at least \$30 for each week, even if working less than a week in Zone I, \$25 in II and III, and \$20 in Zone IV; (2) those working intermittently and earning at least \$75 monthly; (3) camp servants; (4) workers for whom Order 4 set no regular work-week; (5) those working for more than one employer as watchmen, etc.; (6) those who received holidays at time and

one-half pay in lieu of overtime pay; and (7) office workers who had to work overtime because of their errors or negligence.

MISCELLANEOUS

A change in the Order makes bank messengers as well as other bank employees subject to a regular 48-hour week. No learners' rates in hotels and restaurants are set, the section calling for a rate 10 per cent less than that for experienced workers having been struck out. Workers hired by municipalities for snow removal or other casual work are no longer excluded from Order 4.

Saskatchewan Minimum Wage Act

Some changes have been made in the Orders of July 2 (Nos. 1-4, 7, L.G. 1946, p. 995), which fix minimum rates for all workers except farm labourers, domestic servants, janitors and charwomen, and those in places of amusement. The supplementary orders were gazetted on August 15 and became effective on August 31. Another Order of the same date, No. 8, increases the minimum rates in lumbering, logging and woodworking and replaces Order 9 (L.G. 1943, p. 1568). By the supplementary Orders, the minimum age of 16 for employment in certain summer resorts is omitted and the prohibited period for the employment of women, not living on the premises, in a hotel, restaurant or hospital, etc., begins now at 12.30 a.m. instead of 12 midnight.

In addition, the general Orders (1 and 3) and those for hotels, restaurants and hospitals, etc. (2 and 4) now stipulate: (1) that an employer is not required to pay a part-time worker, for whom an hourly rate is fixed, in any week more than the weekly minimum for a full-time worker; and (2) that an employer may reduce the wages of a worker absent from work in the proportion of the length of

the absence to the normal work-week. Apprentices governed by the Apprenticeship Act are specifically excluded from the general Orders.

The new Order applying to lumbering, logging, river driving, rafting, booming, or cutting, hewing, manufacturing, or producing lumber, shingles, lath, ties, telephone poles, timbers, fence posts, pulpwood, cordwood, boxwood, shingle bolts, and shim or veneer wood, raises the former minimum of 30 cents an hour for all workers to 50 cents an hour for all except cooks, cookees, bull cooks and watchmen whose minimum is now \$115 monthly. The cooks, etc. and watchmen, are excluded from the provisions requiring an employer to pay for waiting time and time spent in travelling from the employer's premises to or from the place of work. \$1.15 per day is the new maximum charge by an employer for three meals and lodging instead of 85 cents.

Saskatchewan Workmen's Compensation (Accident Fund) Act

New classes of workers have been brought within the Act from September 1 by amendment to the General Regulations (L.G. 1943, p. 1419) which was approved by Order in Council on July 19 and gazetted July 31. Brought under the Act are: retail shops and restaurants with at least two employees, including the employer's family; hotels, hospitals; servants, janitors or maintenance workers employed in building maintenance and operation in cities or towns; the repairing of watches, jewellery, shoes and harnesses; undertaking, funeral directing and ambulance service; photography; millinery; opticians, florists and radio dealers; sausage manufacturing, meat-cutting, coffee grinding, delivery of goods and baking; making up or repairing fabrics in any form of clothing; manufacture or erection of awnings or tents and the hauling of grain by an employer covered by the Act.

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments.

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the provinces for vocational schools.

Cumulative Enrolment

From the inception of the Training Program up to July 31, 1946, the gross enrolment of discharged members of the Forces for training has been 81,823

The gross enrolment in the training of supervisors and foremen has been.....124,052

Training of Discharged Members of the Forces

The total number of veterans enrolled on July 31, in all categories of training, represents only a slight increase over June 30, but there was a further substantial increase of 690 men and women training on the job in industry. Contrary to expectations, there was an increase

of 125 in the number of pre-matriculation students, but the following decreases were shown in other types of training:—

Private Trade Schools and Commercial Schools	285
Canadian Vocational Training Schools..	233

On July 31, the distribution of enrolment in the various types of training was as follows:—

Correspondence Courses	2.3%
Private Trade Schools and Business Colleges	11.3%
Training on the Job in industry....	28.6%
Pre-matriculation classes in special C.V.T. Centres	25.0%
Vocational and Commercial classes in Special C.V.T. Centres.....	32.8%

During the month of July the intake for C.V.T. schools was practically the same as the output, but it is not anticipated that this condition will continue. Many veterans who desire training have been working during the summer months. Others will have decided that a course of instruction will facilitate their rehabilitation. With an expected increase in enrolment in view, the facilities in schools have been built up and capacities increased. More living accommodation is being provided in those training centres where the veterans live in the centre. Arrangements are also being made which will ensure that those students enjoy reasonable recreational facilities.

United Kingdom Veterans' Training Scheme

Under the United Kingdom Government's Business Training Scheme, carefully selected ex-service men and women, and others who performed war service of national importance, are attending a three months' general business course to train them to take a place in the business administration of the country. The general course completed, the veteran is eligible for a specialised course, a second program also in business administration, but connected with a particular section of industry or commerce. Responsible firms throughout the country have been encouraged by the

Ministry of Labour and National Service, which is sponsoring the whole plan, to run classes for students who might qualify for jobs in those firms, following their apprenticeship. In this way the student has the opportunity of getting practical experience in a desired field, while the employer has a chance to train a man, with the Government paying the student a living allowance during training. Under this scheme training for business administration is now put on the same general footing as training for a profession.

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1946 TO JULY 31, 1946

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/46 to July 31/46	Enrolled in July	At End of July	From April 1/46 to July 31/46	From April 1/46 to July 31/46
Dominion Summary					
Men.....	13,534	1,464	10,938	1,158	1,438
Women.....	215	14	141	24	50
Total.....	13,749	1,478	11,079	1,182	1,488
Prince Edward Island					
Men.....	110	9	74	22	14
Women.....	1		1		
Total.....	111	9	75	22	14
Nova Scotia					
Men.....	402	45	326	27	49
Women.....	4		2	2	
Total.....	406	45	328	29	49
New Brunswick					
Men.....	305	48	250	21	34
Women.....	6	1	4	2	
Total.....	311	49	254	23	34
Quebec					
Men.....	2,147	325	1,640	79	428
Women.....	29	4	22		7
Total.....	2,176	329	1,662	79	435
Ontario					
Men.....	6,235	610	5,396	339	500
Women.....	103	6	67	10	26
Total.....	6,338	616	5,463	349	526
Manitoba					
Men.....	1,497	166	1,186	181	130
Women.....	16	3	13	3	
Total.....	1,513	169	1,199	184	130
Saskatchewan					
Men.....	584	65	438	79	67
Women.....	7		5	1	1
Total.....	591	65	443	80	68
Alberta					
Men.....	1,095	101	809	162	124
Women.....	32		20	1	11
Total.....	1,127	101	829	163	135
British Columbia					
Men.....	1,159	95	819	248	92
Women.....	17		7	5	15
Total.....	1,176	95	826	253	97

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1946 TO JULY 31, 1946

		NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
		From April 1/46 to July 31/46	Enrolled in July	At End of July	From April 1/46 to July 31/46	From April 1/46 to July 31/46
Dominion Summary						
Correspondence	Men.....	982	74	903	22	57
	Women.....	5	2	5		
Pre-Matriculation	Men.....	15,658	1,528	9,313	4,767	1,578
	Women.....	554	98	377	108	69
Total.....		17,199	1,702	10,598	4,897	1,704
Prince Edward Island						
Correspondence	Men.....	6		6		
	Women.....					
Pre-Matriculation	Men.....	101	3	5	92	4
	Women.....	4	3	2	1	1
Total.....		111	6	13	93	5
Nova Scotia						
Correspondence	Men.....	18	4	18		
	Women.....					
Pre-Matriculation	Men.....	323	42	243	55	25
	Women.....	14	2	11		3
Total.....		355	48	272	55	28
New Brunswick						
Correspondence	Men.....	7		7		
	Women.....	1		1		
Pre-Matriculation	Men.....	438	38	279	123	36
	Women.....	13	5	9	4	
Total.....		459	43	296	127	36
Quebec						
Correspondence	Men.....	102	12	98	1	3
	Women.....	1	1	1		
Pre-Matriculation	Men.....	1,397	1	891	397	109
	Women.....	3		3		
Total.....		1,503	13	993	398	112
Ontario						
Correspondence	Men.....	541	33	486	19	36
	Women.....	1	1	1		
Pre-Matriculation	Men.....	7,342	678	4,677	2,010	655
	Women.....	178	15	118	41	19
Total.....		8,062	727	5,282	2,070	710
Manitoba						
Correspondence	Men.....	53		50		3
	Women.....					
Pre-Matriculation	Men.....	1,390	85	645	561	184
	Women.....	107	6	64	19	24
Total.....		1,550	91	759	580	211
Saskatchewan						
Correspondence	Men.....	111	19	103		8
	Women.....					
Pre-Matriculation	Men.....	1,593	257	891	489	213
	Women.....	120	34	86	22	12
Total.....		1,824	310	1,080	511	233
Alberta						
Correspondence	Men.....	99	4	90	2	7
	Women.....	2	1	2		
Pre-Matriculation	Men.....	1,864	220	1,131	467	266
	Women.....	58	13	43	8	7
Total.....		2,023	238	1,266	477	280
British Columbia						
Correspondence	Men.....	45	2	45		
	Women.....					
Pre-Matriculation	Men.....	1,210	204	551	573	86
	Women.....	57	20	41	13	3
Total.....		1,312	226	637	586	89

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1946 TO JULY 31, 1946

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	WITH- DRAWALS
	From April 1/46 to July 31/46	Enrolled in July	At End of July	From April 1/46 to July 31/46	From April 1/46 to July 31/46
Dominion Summary					
Men.....	25,717	1,968	14,767	6,514	4,466
Women.....	3,376	311	2,333	592	457
Total.....	29,093	2,279	17,100	7,106	4,923
Prince Edward Island					
Men.....	103	12	66	24	13
Women.....	9	.....	6	3	.....
Total.....	112	12	72	27	13
Nova Scotia					
Men.....	1,279	144	849	304	126
Women.....	85	1	65	.....	20
Total.....	1,364	145	914	304	146
New Brunswick					
Men.....	1,387	183	934	211	242
Women.....	132	38	114	11	7
Total.....	1,519	221	1,048	222	249
Quebec					
Men.....	4,901	381	2,913	534	1,454
Women.....	502	51	286	128	88
Total.....	5,403	432	3,199	662	1,542
Ontario					
Men.....	11,024	774	6,686	3,180	1,158
Women.....	1,167	90	807	202	158
Total.....	12,191	864	7,493	3,382	1,316
Manitoba					
Men.....	2,190	90	970	792	428
Women.....	329	24	213	63	53
Total.....	2,519	114	1,183	855	481
Saskatchewan					
Men.....	1,247	101	545	497	205
Women.....	261	18	182	44	35
Total.....	1,508	119	727	541	240
Alberta					
Men.....	1,789	120	753	409	627
Women.....	357	40	258	51	48
Total.....	2,146	160	1,011	460	675
British Columbia					
Men.....	1,797	163	1,051	563	213
Women.....	534	49	402	90	48
Total.....	2,331	212	1,453	653	261

Activities of Unemployment Insurance Commission

N.E.S. Special Placements Division—Insurance Registrations—Monthly Analysis of Claims and Benefit—Unemployment Insurance Fund—Current Benefit Years

TO the National Employment Service come a great variety of people looking for work. The majority of these have held jobs previously and are normal physically, so they can be dealt with in the regular way. But this does not take into account the physically handicapped job-seeker and the young men and young women who are looking for help in finding not merely employment but more particularly the right avenue of employment. It was recognized some years ago that these two important groups could not be given the individual attention they deserved through the ordinary channels of employment; i.e., the general placements section of the N.E.S. for the reason that they require the assistance of persons specially trained to deal with their unique employment problems. Hence the establishment in 1943 of the Special Placements Division of the N.E.S., with Mr. H. C. Hudson as Supervisor of Special Placements at Head Office which was followed by appointments of Regional Supervisors and the setting up of special sections in the larger N.E.S. offices across the Dominion.

Since that time the staff of Special Placements has studied the particular employment needs of these groups. In connection with the physically handicapped, the aim is to place the disabled worker in a job suited to his capacities—not one that could be filled by any handicapped person. The idea that the disabled should all have the watchman or elevator-operator label placed on them, regardless of their ability to do more satisfying work, was dropped at the outset. In its place was introduced a placement process which calls for complete and adequate knowledge about the ability of the individual and accurate information about available jobs, with the physical demands and environmental conditions of those jobs.

In addition, much has been done to gain the good will of employers and to encourage them to open the door of opportunity to disabled persons who have the ability to do what is required of them. A recent survey in Canada into the effectiveness of the physically handicapped as workers shows conclusively that disabled persons, both veteran and civilian, can take their places alongside the non-handicapped in industry with full assurance of efficient work performance.

Special Placements endeavours to arrange for prompt and careful placement of those whose handicap prevents their holding down their regular jobs and what is more—follows up to insure that they are properly adjusted and are giving satisfactory service to their employers.

During the first six months of 1946, 5,745 jobs were found for physically handicapped persons in Canada by local N.E.S. offices—an average of slightly less than 1,000 per month, 51 per cent of the male placements being handicapped ex-service men.

In connection with youth, the task of special Placements' officers is to assist the young person in choosing the type of work in which he or she will be happy and can expect advancement. This function of Special Placements involves close co-ordination with school guidance agencies which are in existence in many cities across Canada. It also involves the setting up of counselling and testing facilities in employment offices, to meet the needs of young men and young women who, for one reason or another, have not come within the purview of school guidance facilities. Testing procedures have been carefully studied at head office in Ottawa and occupational guidance will be available to boys and girls in the larger offices where Special Placements Sections have been established. In the city of Toronto a special Youth Centre has been organized under N.E.S. auspices, and test material, similar to that being used in Toronto, will be supplied to other offices as the need arises. Not all young men and women registering with Special Placements will be given tests. These will only be given in specific instances where it is considered it would be helpful in finding the broad employment field in which the youth would have the best chance of being successful.

Recognizing that the program could not be carried through without the co-operation of other government departments, organizations and special groups, close contact has been maintained with the Department of Veterans Affairs and with such organizations as the C.N.I.B., associations for the deaf and hard of hearing, welfare agencies, youth serving groups, departments of education and school boards. By all of these, helpful assistance has been readily given.

Special Placements also plays a part in selecting unemployment insurance benefit

claimants for courses of training. The work of the selection committees in local offices will be co-ordinated with the activities and responsibilities of Canadian Vocational Training. The N.E.S. does not itself conduct training courses for recipients of unemployment insurance benefit. The training will be provided by C.V.T., as and when training facilities for civilians become available. At present they are taxed to the limit by rehabilitation training for ex-service men and women, in addition to which the necessary agreements relating to civilian training have not yet been signed by all provinces. Nevertheless the necessary machinery has been set up to take advantage of developments in the training field immediately they occur.

In short, while Special Placements is interested in specific groups seeking employment or requiring training, it regards itself as an integral part of an efficient public employment service.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at July 31, 1946, 2,560,208 employees were issued with insurance books and had made contributions to the fund at one time or another since April 1, 1946, an increase of 149,643 since June 30, 1946.

As at July 31, 1946, 168,125 employers were registered as having insurable employees, an increase of 3,078 since June 30, 1946.

Registrations as to July 31, 1946, by regions are shown in Table I.

Unemployment Insurance Fund

Total employer-employee contributions for July amounting to \$5,855,302.11 showed an increase of \$393,057.14 or seven per cent over the previous month. In July last year employer-employee contributions amounted to \$5,094,565.65.

The increase over the corresponding month last year is the result of an increase in stamp sales by some \$600,000 and an increase in contributions received in respect of armed service from \$82,752.53 in July last year to \$432,655.03 in July this year. The latter increase is, of course, due to the fact that a larger number of veterans have now completed the required 15 weeks of insured employment which entitles them to credit of contributions in respect of their service in the armed forces.

For the second straight month benefit payments showed a decrease, dropping from \$4,468,245.05 in June to \$3,299,938.15 in July, a decrease of 26 per cent. In July last year benefit payments were \$601,135.66.

TABLE 1.—REGISTRATIONS AS AT JULY 31, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,850	191,222
Quebec.....	44,588	724,455
Ontario.....	62,315	989,652
Prairie.....	30,922	402,345
Pacific.....	17,450	252,534
Total for Canada.....	168,125	2,560,208

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO JULY, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	35,781
May.....	2,799	2,027	4,654	8,825	34,777
June.....	4,629	1,772	3,226	10,857	30,646
July.....	2,668	1,087	3,106	10,886	27,576
August.....	1,855	1,370	3,241	20,557	
September.....	1,118	1,013	3,715	40,473	
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	310,516

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, JULY, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	118	83	35	97	23	84
Nova Scotia.....	1,666	1,115	551	1,469	292	822
New Brunswick.....	745	576	169	624	202	360
Quebec.....	9,643	6,830	2,813	5,677	5,149	2,284
Ontario.....	8,787	5,772	3,015	6,426	1,971	2,434
Manitoba.....	1,193	785	408	1,013	259	306
Saskatchewan.....	540	378	162	430	90	92
Alberta.....	753	560	223	601	211	450
British Columbia.....	4,758	3,636	1,122	5,671	1,024	907
Total, Canada, July, 1946.....	28,238	19,735	8,503	22,008	9,221	7,739
Total, Canada, June, 1946.....	30,646	21,135	9,511	25,263	7,404	10,730
Total, Canada, July, 1945.....	10,679	8,637	2,042	8,528	1,525	2,571

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of July, 1945	Month of July, 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	565	2,421	15,834
Not capable of and not available for work.....	46	237	870
Loss of work due to a labour dispute.....	.....	3,304	4,506
Refused offer of work and neglected opportunity to work.....	36	265	1,006
Discharged for misconduct.....	166	342	1,610
Voluntarily left employment without just cause.....	626	2,158	9,784
Other reasons ⁽¹⁾	86	494	2,328
Total.....	1,525	9,221	35,938

⁽¹⁾ These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, JULY, 1946

Province	Number Receiving Benefit During Month	Number Commen- cing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	353	91	6,740	12,274
Nova Scotia.....	4,420	1,259	96,326	193,718
New Brunswick.....	1,945	564	47,515	95,000
Quebec.....	29,366	4,936	595,278	1,119,515
Ontario.....	26,532	7,081	511,927	1,022,092
Manitoba.....	4,882	919	86,204	167,355
Saskatchewan.....	1,434	378	30,108	56,885
Alberta.....	2,301	564	41,406	83,797
British Columbia.....	12,605	3,742	255,148	554,260
Total, Canada, July, 1946.....	83,838	19,534	1,670,652	3,304,896
Total, Canada, June, 1946.....	103,231	22,276	2,243,727	4,472,995
Total, Canada, July, 1945.....	18,257	7,446	317,628	602,003

TABLE 8.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1946

Year Ended Dec. 31	REVENUE							EXPENDITURE		
	CONTRIBUTIONS (Gross less Refunds)							Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities			
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1941.....	14,558,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
1942.....	29,869,803 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
1943.....	30,872,715 97	13,368,409 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944.....	32,902,037 68	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91	5,632,644 52	82,773,893 97	3,265,707 67	250,020,319 60
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,265 63	80,478,728 48	14,561,475 71	315,937,572 37
1946—										
January.....	3,072,412 55	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	6,931,379 28	4,492,081 25	318,376,870 40
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	563,753 89	6,334,371 17	5,900,722 63	318,810,518 94
March.....	3,785,715 55	907,190 08	1,629,162 25	51 73	6,322,119 61	1,264,423 91	769,891 16	8,356,434 68	9,926,293 28	317,240,660 34
April.....	2,859,530 14	834,575 97	1,135,965 48	34 68	4,830,106 27	965,021 25	559,229 47	6,355,356 99	4,286,614 02	319,309,403 31
May.....	3,230,303 57	963,538 39	1,383,548 34	113 48	5,577,503 78	1,115,500 76	565,569 95	7,258,574 49	5,218,914 32	321,349,063 48
June.....	3,067,949 28	897,986 62	1,495,736 89	572 18	5,462,244 97	1,092,448 99	568,542 55	7,123,236 51	4,468,245 05	324,004,054 94
July.....	3,367,766 33	899,786 10	1,586,813 15	936 53	5,855,302 11	1,171,000 42	573,915 82	7,600,278 05	3,299,938 15	328,304,394 84
GRAND TOTAL.....	164,683,078 91	60,398,409 40	78,525,303 41	11,162 75	303,617,954 17	60,728,590 83	20,661,717 19	385,003,262 19	56,698,867 35	328,304,394 84

The Column "Interest on Investments and Profit on Sale of Securities" represents—
(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.26%.
(b) Profit on sale of securities taken into account at the end of each year only.

The "Miscellaneous" column includes { Penalties.....\$ 7,868 46
The "Bulk" Column includes Contributions for Armed Service \$3,006,352.20.
Miscellaneous.....\$ 3,294 29

\$ 11,162 75

Current Benefit Years

THE maintenance of detailed statistical records of operations is a prime essential in the administration of any form of insurance. Without such records the element of "risk" cannot be adequately determined and this must be taken into account in the maintenance of equitable premium or "contribution" rates.

In the case of unemployment insurance, these and other related factors have to be considered. The compilation of statistical information obtained from the operations of the Unemployment Insurance Commission, is performed by the Dominion Bureau of Statistics, which issues regular reports respecting to those phases of the Commission's work that lend themselves to statistical presentation.

One of these, the "Annual Report on Current Benefit Years" for the calendar year 1944, was issued recently by D.B.S. It is divided into two parts; part 1 deals with the "insured population" and part 2 with "benefit years".

It is pointed out in the report that "a benefit year is established when an insured person, upon becoming unemployed, makes application in the prescribed manner and it is proved that 180 days' contributions have been made in his behalf while working in insurable employment during the two years immediately preceding the date of his claim."

In the case of a second or subsequent benefit year "it must also be proved that at least 60 days' contributions have been made in his behalf while working in insurable employment since the establishment of his immediately preceding benefit year."

For the purpose of the report, the insured population "may be taken as those to whom

insurance books for the year 1944-45 were issued up to May 31, 1944". The three leading tables cover 2,209,850 persons (1,447,530 males and 762,320 females) who were issued insurance books between April 1, and May 31, 1944, and classifies them by occupation, sex and province; industry, sex and age group; and, industry, sex and province.

It is shown that a total of 67,313 benefit years were established in Canada, during the year under review, by 66,934 persons (48,559 males and 18,375 females). Thus, 378 persons (313 males and 65 females) established two benefit years and one female, three benefit years. A total of 52,950 persons drew benefit amounting to \$3,390,010, for 1,815,070 benefit days. By provinces, Quebec led with 21,450 drawing a total benefit of \$1,611,850, for 847,428 benefit days. Ontario was in second place with 7,834 persons drawing \$523,260 for 266,502 benefit days.

Classified by industries the number establishing benefit years during the calendar year 1944, showed manufacturing in first place with 21,269 males and 10,570 females; followed by construction with 10,426 males and 198 females; mining, oil and quarrying, 6,200 males and 128 females; services 4,683 males and 3,130 females; and trade, 2,330 males and 3,183 females.

In addition, tables are also presented classifying the persons with current benefit years by dependency status; number of days benefit paid; and daily rate of benefit. Persons who established benefit years in 1944 are classified by age-group and occupation; and benefit years terminated are classified by age-groups, days authorized, and daily rate of benefit.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the

principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU.-B. 59
(Nov. 19, 1945)

The claimant was offered employment in her usual occupation at wages lower than she previously received; she refused the employment and was disqualified and the disqualifica-

tion was upheld by the Court of Referees—HELD: Under the provisions of Section 31 of the Unemployment Insurance Act, 1940, employment at wages lower than those previously received is not unsuitable if the wages offered are not lower than the prevailing wages in the district, and if the employment offered is in the usual occupation of the claimant.

The material facts of the case are as follows:

The claimant, a married woman, aged 47 years, was employed as a switch-board operator by an aircraft manufacturing company from August 28, 1944 to March 3, 1945 at a rate of remuneration of \$27.00 per week for four and one-half hours per day. She was dismissed because of shortage of work and on March 5 she applied for benefit.

On June 11, 1945, she was notified by the local office of the Commission of available employment as telephone operator. The claimant telephoned the company and, upon being offered employment at a rate of remuneration of \$71.05 per month, she refused to accept the position because she felt that the salary was below that for which she was qualified. The claimant had been working four and one-half hours per day, while her previous hours were from 9:00 a.m. to 5:00 p.m.

The Insurance Officer disallowed the claim and disqualified the claimant under Section 43 (b) (i) of the Act for a period of six weeks beginning July 11, 1945, considering that the claimant had, without good cause, refused to accept employment which was suitable in her case and which was notified to her by the local office of the Commission.

From this decision the claimant appealed to the Court of Referees which unanimously sustained the decision of the Insurance Officer in principle but reduced the disqualification period to three weeks.

The claimant applied to the Chairman of the Court of Referees for leave to appeal to the Umpire and leave was granted.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

Section 31 of the Act provides that "an insured person shall not be deemed to have failed to fulfil the third statutory condition by reason only that . . . he has declined . . . an offer of employment in his usual occupation at wages lower, or on conditions less favourable, than those observed by agreement between employers and employees, or failing any such agreement, than those recognized by good employers." It is possible that the

claimant has read this provision of the Act as meaning that employment is not suitable if the rate of wages is lower than she has been receiving. However, that is not the effect of this provision. Rather, the employment may be suitable employment even though the wages are less than the claimant has recently been receiving if the wages offered are in line with those observed by agreement between employers and employees or than those recognized by good employers. It is, therefore, a straight question of fact. The claimant had been receiving rather good wages for less than the normal hours of employment but I think it reasonable to believe that the rate she had been receiving was somewhat higher than normal. The information before me establishes quite conclusively that the rate of wages offered to the claimant was the prevailing rate in the district for a person of her qualifications at the time of the offer of employment. I, therefore, find that the claimant refused an offer of suitable employment and the disqualification will, therefore, stand. While there is some doubt in my mind as to the Court's decision to reduce the disqualification period, I do not think it necessary to vary that finding.

CU.-B. 61

(Nov. 19, 1945)

The claimant, when applying for benefit, stated that she would only work at night, as a clerk; she was disqualified on the ground that she was not available for employment—HELD: As the type of occupation followed by the claimant was only to be found in time of war and was not within the usual range of employment during normal times, and as she would not consider any other employment, she could not be considered available for work.

The material facts of the case are as follows:

The claimant, a married woman, aged 47 years, was employed by a municipality as a night clerk from June, 1943 to April 30, 1945, when she was laid off due to lack of work. On May 1, 1945, the claimant applied for benefit and made the following statement:

"I hereby declare that I am able to work in the same kind of work as I was performing at the Registrar's Office, as extra night clerk. I am not free to work in the daytime as I have my house to look after."

The Insurance Officer considered that the claimant was not available for work and disqualified her for six weeks on the grounds that she did not fulfil the third statutory condition set out in Section 28 (iii) of the Act.

From this decision the claimant appealed to the Court of Referees which, by a majority

decision found that the claimant was not available for work within the meaning of the Unemployment Insurance Act, 1940.

The claimant then appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

This case is not unlike many which I think will arise out of conditions brought about by a state of war. At the peak of our wartime activities we were able to meet our production goals only through adding to the number of persons ordinarily engaged in gainful employment. At this time there was a good deal of employment at hours other than what is the usual pattern in normal times and many married women not ordinarily employed found it possible to assist in the national war effort in this way.

However, with the cancellation of war contracts and a slackening in the acute man-

power shortage we are rapidly reverting to the normal hours of employment and there are obviously fewer demands for the services of married women in employment during hours which would not conflict with their ordinary household duties.

In this case the claimant made it perfectly obvious at the time of registering her claim for benefit that she would not consider any employment except under conditions substantially similar to those under which she had been working during the war period. For the reasons already indicated, there is very little of that type of employment now available in the claimant's district and there is little real prospect of placing the claimant, or others in similar circumstances, in the type of employment which was fairly common during the war years. The claimant has made it quite clear that she will not consider any other employment which might be available and I therefore find that she has not satisfied the third statutory condition and must dismiss the appeal.

Five-Year Growth of U. I. Fund

The amount to the credit of the Unemployment Insurance Fund at July 31, 1946 was \$328,304,394.84, according to a statement by the Unemployment Insurance Commission. The Fund is made up of contributions by employees, employers and the Dominion Government.

Since the creation of the Fund at July 1, 1941, the amount of \$303,617,954.17 has been contributed by employers and employees, while the Dominion Government has contributed an additional one-fifth of the amount paid by workers and employers, as required under the Unemployment Insurance Act: Government contributions to the Fund amounted to \$60,723,590.83 up to July 31, 1946.

In addition to the three-way contribution, the Fund has benefited by interest on investments and profit on sale of securities to a total of \$20,661,717.19, since it was established. The total sum paid into the Fund up to July 31,

1946, was \$385,003,262.19. All funds received for unemployment insurance purposes are invested in Dominion Government Securities by an investment committee appointed under the Act.

Disbursements for benefit payments have amounted to \$56,698,867.35 since first became payable near the end of January, 1942. Benefit payments for calendar years to date have been: 1942—\$349,655.94; 1943—\$929,219.33; 1944—\$3,265,707.67; 1945—\$14,561,475.71; and 1946 (first seven months)—\$37,592,808.70.

Under the Unemployment Insurance Act, the Dominion Government pays all costs of administering unemployment insurance and the National Employment Service, in addition to its direct payment into the Fund. This means that no expenses of management in connection with unemployment insurance are charged to the Fund.

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month indicated that despite continuing labour disputes and resulting material shortages the employment outlook improved during August.

Employment and Payrolls at the beginning of July, 1946.—There was a substantial increase in industrial employment at the beginning of July, according to the monthly report on the employment situation and payrolls issued by the Dominion Bureau of Statistics.

While the general improvement was seasonal in character, the percentage gain in Canada as a whole was somewhat above normal for the time of year. Although there were general, if rather moderate advances throughout Canada, the gain is reported to have resulted in large measure from the resumption of operations following the settlement of the dispute in the lumber industries in British Columbia.

The Bureau tabulated data for the beginning of July from 15,933 firms. These had an aggregate working force of 1,733,712 men and women, as compared with 1,737,271 at June 1, an increase of 2.1 per cent. This raised the Bureau's index, on the base 1926 average=100 to 173.5, as compared with 169.9 in the preceding month and 175.5 at July 1, 1945.

Weekly salaries and wages distributed in the eight leading industries rose from \$55,043,483 in the week ending June 1, to \$57,192,594 in the week of July 1. The weekly average per capita earnings was \$32.24, compared with \$31.68 at the first of June and \$32.32 at July 1, 1945.

Employment conditions as reported by employment offices, July, 1946.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the five-week period June 28 to August 1, 1946, showed a fractional decrease when compared with the previous four weeks and a sharp decline in comparison with the five weeks June 29 to August 2, 1945, this computation being based on the average number of placements recorded daily. Under the first comparison agriculture, forestry and logging, public utilities operation and finance and insurance showed increases but all other industrial groups registered decreases. When compared with the five weeks ending August

2, 1945, apart from an increase in agriculture all industrial divisions showed decreases the most pronounced being a substantial decline in manufacturing, and moderate losses in public utilities operation, trade, forestry and logging and services. During the period under review there were 180,926 vacancies reported, 179,011 applications for employment and 89,919 placements in regular and casual employment.

Unplaced applicants registered at employment offices, August, 1946.—Despite continuing labour disputes and resulting material shortages, the employment outlook brightened during the month of August. Labour demand, following the slight drop in July, increased substantially showing the largest gain in any month since May. With the exception of Quebec, all regions required more workers than one month previous. The largest increase was in Ontario where an additional 4,224 workers were required. The increasing seasonal activity in the logging and canning and preserving industries accounted for most of the additional positions available. Unfilled vacancies in all occupations (exclusive of agriculture) numbered 112,465 (male 66,896 and female 45,569) at August 22.

Unemployment, as measured by unplaced applicants registered at employment offices, continued to decline, dropping to 145,541 at August 22 compared with 165,301 four weeks earlier.

Unemployment Insurance Statistics, July, 1946.—Claims for unemployment insurance benefit filed in local offices across Canada numbered 27,576 during July, a decline of 3,070 from the 30,646 filed during June. In July, 1945, a total of 10,886 was recorded. In all, 83,838 persons received one or more benefit payments during July, for a total of \$3,304,896 as compensation for 1,670,652 unemployed days. In June, 103,231 persons were paid \$4,472,995 for 2,243,727 compensated unemployed days, while in July, 1945, 18,257 persons were paid \$602,003 for 317,628 compensated days of unemployment.

Average weekly hours and earnings, June 1, 1946.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing were 42 in the week of June 1, as compared with 43 in the week of May 1

and 44.3 in that of June 1 last year. Average hourly earnings were 69.1 at June 1, 68.9 at May 1, and 79.3 at June 1, 1945.

Labour Force Survey.—Total employment in Canada reached an estimated 4,702,000 by June 1, a gain of 390,000 since the end of February, according to the third quarterly labour force survey by the Dominion Bureau of Statistics, based on a sampling of 25,000 households in nearly 100 different areas across Canada. The number of unemployed, consisting of those who were looking for work and did no work in the week ending June 1,

totalled 126,000, about 87,000 below the estimate for February 23.

Unemployment in Trade Unions, June 30, 1946.—Trade union unemployment for the quarter ending June 30, 1946, recorded a decrease of approximately 1.4 per cent over the first quarter of the year. The percentage of unemployed union members, within a unit of 414,150 members of 2,238 locals, was 0.5 in the period under review.

The improvement resulted from better conditions for employment in manufacturing, transportation, building and construction, services, and wholesale and retail trade.

Employment and Payrolls at the Beginning of July, 1946

THERE was a substantial increase in industrial employment at the beginning of July; in large measure, the gain resulted from the resumption of operations on a more usual scale following the settlement of the dispute in the lumber industries in British Columbia, but there were general though rather moderate advances in the other provinces, in spite of strikes in the iron and steel, non-ferrous metal, rubber, textile, fur and other industries. Although the general improvement was seasonal in character, the percentage gain in Canada as a whole was somewhat above-normal for the time of year; this was due to the situation in British Columbia, the expansion in the remaining areas being rather below the average of preceding years.

The 15,933 co-operating employers reported a staff of 1,773,712 men and women; as compared with 1,737,271 at June 1, there was a gain of 36,441 persons, or 2.1 per cent, which was accompanied by a rise of 3.9 per cent in the weekly payrolls. Based on the 1926 average as 100, the index number of employment stood at 173.5, as compared with 169.9 in the preceding report, and 175.5 at July 1, 1945. The July 1 figures in immediately preceding years were as follows; 1944, 183.5; 1943, 183.7 and 1942, 175.7. With these exceptions, the latest index is the highest for July in the years since 1920, exceeding by nearly 50 per cent that of 115.8 at July 1, 1939. Since the expansion at the date under review was greater than usual for the early summer, there was an advance in the seasonally-corrected index, which rose from 169.9 at June 1, to 170.2 at the beginning of July.

There were large increases at July 1 as compared with a month earlier in the manufacturing and the non-manufacturing divisions. In the former category, the general gain exceeded 13,000 persons; over 14,700 additional workers were reported in the lumber-using industries,

many of whom had been on strike at June 1. There were also large seasonal advances in food, pulp and paper and other groups, while important losses were indicated in rubber, iron and steel and textile plants, due to some extent to industrial disputes. Within the non-manufacturing division, there was a moderate reduction in metallic ore mining, partly as a result of strikes in gold mines. Improvement on the whole was indicated in other branches of mining, and in logging, communications, transportation and storage, construction, services, trade and finance. The increase of nearly 13,300 persons in construction was the most pronounced, but was nevertheless below-normal for the time of year. The gain in logging took place in British Columbia, due to the settlement of the dispute in the lumbering industry, the trend in the remaining provinces being seasonally downward at the beginning of July.

Payrolls

As already stated, the decided advance in industrial employment at the first of July as compared with June 1 was accompanied by a relatively greater rise in the weekly salaries and wages distributed in the eight leading industries; these rose from \$55,043,483 in the last report, to \$57,192,594 at the date under review, or by 3.9 per cent. The higher percentage increase in the payrolls than in the personnel was partly due to the fact that the June 1 figures had in many cases been lowered by the loss of working time on Victoria Day, while strikes had also had an important effect upon the wages disbursed. On the other hand, the very general observance of St. Jean Baptiste Day as a holiday in Quebec, together with disputes in the iron and steel, rubber, textile and other groups, affected the earnings reported at the beginning of July. The weekly average per employee was \$32.24, 56 cents higher than

that of \$31.68 at the first of June; the per capita figures at July 1 in earlier years of the record were as follows:— 1945, \$32.32; 1944, \$31.72; 1943, \$30.97; 1942, \$28.49, and 1941, \$25.49. In the last five years, there has thus been an increase of 26.8 per cent in the average weekly earnings of the persons in recorded employment in the eight leading industries as a whole.

Table II summarizes the July 1 statistics of employment and payrolls for the leading industrial groups, the provinces and the leading cities, and gives comparisons with July 1, 1945. Table I contains a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1942. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100; to facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100.

Table I indicates that in the period for which payroll data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 13.6 per cent, while the aggregate weekly earnings of those workers are higher by 41.9 per cent. Including finance, the gain in employment from June 1, 1941, to July 1, 1946, amounted to 14 per cent and that in payrolls, to 42.2 per cent. The explanation

previously given for the greater rise in the salaries and wages than in the numbers employed may again be stated:— (1) the concentration of workers still found in the heavy manufacturing industries, in spite of the declines which preceded and followed the end of hostilities; in this group of industries, rates of pay are above the average and in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944, (3) the progressive up-grading of employees as they gained experience in their work and (4) the payment of higher wage rates in an important number of cases.

Since 1941, employment in manufacturing, in spite of curtailment in the production of munitions and the existence of industrial disputes in a number of industries at July 1, 1946, has shown an increase of 11.4 per cent, while the reported payrolls at the date under review were higher by 38.5 per cent than when the monthly record was instituted. Among the non-manufacturing industries taken as a unit, there was in this comparison a gain of 16.5 per cent in employment and of 46.4 per cent in the salaries and wages disbursed at the date under review. The greater expansion in the latter group of industries than

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.

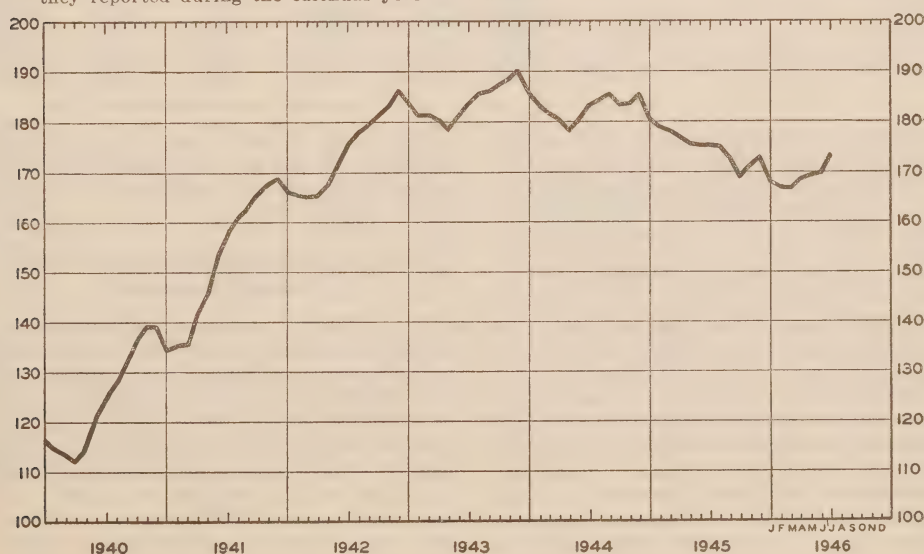


TABLE I.—INDEX OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.3	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.45
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.38
Mar. 1.....	109.4	137.3	32.44	108.7	135.3	32.43
Apr. 1.....	110.6	139.1	32.48	110.1	138.7	32.82
May 1.....	110.9	137.6	32.05	110.8	137.1	32.24
June 1.....	111.3	136.6	31.68	109.9	134.3	31.83
July 1.....	113.6	141.9	32.24	111.4	138.5	32.36

in manufacturing reveals a situation at variance with that indicated during the war, when a much higher level of employment and payrolls in relation to the 1941 basic period existed in manufacturing than in the non-manufacturing classes.

With regard to the marked variations in the average earnings of workers in the different industrial classes it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations

in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of the utmost importance.

The Sex Distribution of the Persons in Recorded Employment

The 1,773,712 employees of the establishments co-operating at July 1 in the eight leading industries were made up of 1,382,265 men and 391,447 women, the proportions being 779 of the former sex and 221 of the latter in each 1,000 workers in recorded employment. The number of men showed an advance of 33,048, or 2.4 per cent as compared with June 1, and there was a gain of 3,393 women, or 0.9 per cent, in this comparison. The ratios at June 1

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at July 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at July 1, 1946, and June 1, 1946, with Comparative Figures for July 1, 1945, Where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at July 1, 1946	Aggregate Weekly Payrolls at July 1, 1946	Per Capita Weekly Earnings at			Index Numbers of									
						Employment			Aggregate Weekly Payrolls						
			July 1, 1946	June 1, 1946	July 1, 1945	July 1, 1946	June 1, 1946	July 1, 1945	July 1, 1946	June 1, 1946	July 1, 1945	July 1, 1946	June 1, 1946	July 1, 1945	
(a) PROVINCES		\$	\$	\$	\$										
Maritime Provinces.....	135,677	4,124,314	30.40	30.16	30.99	115.4	113.5	116.6	160.2	156.2	165.5				
Prince Edward Island.....	2,803	76,852	27.42	26.28	26.45	127.0	123.4	120.3	159.0	148.1	150.4				
Nova Scotia.....	77,598	2,386,575	30.76	30.60	32.14	109.6	107.4	116.0	149.1	145.4	165.4				
New Brunswick.....	55,276	1,660,887	30.05	29.75	29.42	124.5	122.8	117.9	179.4	175.2	166.2				
Quebec.....	524,624	16,212,257	30.90	30.76	30.87	111.6	111.1	115.6	143.7	142.2	149.4				
Ontario.....	745,248	24,380,430	32.71	31.88	32.87	111.3	110.6	111.5	134.1	129.8	135.2				
Prairie Provinces.....	217,224	7,131,565	32.83	32.74	32.77	123.1	119.5	112.7	152.8	147.8	140.6				
Manitoba.....	97,784	3,210,544	32.83	32.65	32.60	118.9	115.7	111.4	147.1	142.3	136.9				
Saskatchewan.....	43,010	1,363,301	31.70	31.65	31.32	120.2	117.3	110.4	146.7	142.9	137.2				
Alberta.....	76,430	2,557,720	33.46	33.49	33.88	130.9	126.1	115.8	164.2	158.3	148.0				
British Columbia.....	150,939	5,344,028	35.41	34.11	35.07	119.1	103.3	133.7	148.6	124.1	165.8				
CANADA.....	1,773,712	57,192,594	32.24	31.68	32.32	113.6	111.3	114.9	141.9	136.6	144.5				
(b) CITIES															
Montreal.....	265,373	8,294,563	31.26	31.61	31.92	120.2	119.8	123.4	146.6	147.7	154.7				
Quebec City.....	24,790	667,388	27.02	26.94	29.12	102.7	100.3	138.9	132.1	129.1	193.1				
Toronto.....	235,908	7,750,840	32.86	32.18	33.09	115.7	115.3	121.9	141.3	138.1	150.2				
Ottawa.....	22,981	657,899	28.63	28.00	28.42	114.9	113.4	107.2	142.4	137.4	131.9				
Hamilton.....	57,954	1,875,429	32.36	31.34	33.11	108.5	106.9	109.4	127.9	122.0	131.5				
Windsor.....	33,263	1,246,009	37.46	36.29	39.60	104.9	116.0	116.1	164.1	111.6	121.7				
Winnipeg.....	63,534	1,937,930	30.50	30.36	29.71	122.7	119.2	113.7	147.1	142.3	133.2				
Vancouver.....	70,199	2,328,051	33.16	32.42	33.66	135.9	126.7	164.1	170.6	155.5	208.7				
Halifax.....	22,234	658,410	29.61	28.78	30.39	126.6	125.1	143.4	164.3	157.8	191.0				
Saint John.....	12,398	365,895	29.51	28.20	29.99	117.8	117.7	121.3	160.9	153.7	171.1				
Sherbrooke.....	9,748	238,409	24.46	25.65	26.38	108.0	101.0	104.2	127.0	124.6	131.2				
Three Rivers.....	9,505	290,323	30.54	30.47	28.46	118.9	123.3	132.9	142.4	147.2	148.2				
Kitchener-Waterloo.....	18,450	562,739	30.50	28.58	29.88	123.3	122.0	113.5	165.2	153.2	149.1				
London.....	23,133	716,118	30.96	30.05	30.14	129.7	126.0	119.9	158.7	149.8	143.3				
Fort William-Port Arthur.....	10,335	362,031	35.03	34.59	36.57	73.2	72.6	104.1	95.8	93.8	102.2				
Regina.....	10,389	303,455	29.21	28.99	27.84	114.4	113.6	111.1	145.7	143.6	134.7				
Saskatoon.....	7,313	205,503	28.10	27.76	26.23	146.7	144.1	128.3	187.0	181.6	152.8				
Calgary.....	19,425	622,010	32.02	31.68	31.80	122.5	120.6	113.6	149.9	146.0	139.6				
Edmonton.....	19,326	589,763	30.52	29.75	29.49	140.4	139.0	124.8	175.7	169.6	152.0				
Victoria.....	12,586	408,415	32.45	30.46	32.27	147.5	140.2	170.2	190.9	170.2	231.5				
(c) INDUSTRIES															
Manufacturing.....	982,671	31,797,752	32.36	31.83	32.94	111.4	109.9	123.3	138.5	134.3	156.3				
Durable Goods ¹	455,688	15,675,462	34.40	33.79	36.02	107.1	104.4	132.4	131.0	125.4	170.2				
Non-Durable Goods.....	503,468	15,211,060	30.21	29.80	29.33	115.0	114.9	115.3	146.5	144.4	142.5				
Electric Light and Power.....	28,515	911,230	38.75	38.65	36.83	122.8	117.3	102.9	146.6	139.7	117.4				
Logging.....	59,422	1,737,396	29.24	24.89	27.57	124.2	122.4	116.6	182.5	153.1	161.6				
Mining.....	75,040	2,965,093	39.49	38.93	39.31	89.8	88.9	82.7	112.3	109.7	103.1				
Communications.....	39,305	1,272,278	32.37	32.09	31.11	150.6	145.5	122.1	179.2	174.8	154.0				
Transportation.....	164,171	6,413,032	39.06	38.64	38.68	129.8	128.3	127.8	154.9	151.6	154.0				
Construction and Maintenance.....	180,906	5,648,352	31.22	30.88	30.52	101.8	94.3	81.0	138.5	126.9	108.4				
Services.....	58,797	1,232,251	20.96	20.73	19.71	135.3	130.3	122.2	176.4	167.9	150.6				
Trade.....	213,400	6,128,440	28.72	28.37	27.19	121.6	119.7	109.7	148.7	144.5	126.8				
Eight Leading Industries.....	1,773,712	57,192,594	32.24	31.68	32.32	113.6	111.3	114.9	141.9	136.6	144.5				
Finance.....	74,832	2,594,003	34.66	34.77	33.70	124.2	123.9	111.6	149.3	149.3	130.5				
Total—Nine Leading Industries.....	1,848,544	59,786,597	32.34	31.81	32.37	114.0	111.8	114.8	142.2	137.0	143.9				

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1930.....	118.9	141.1	.....	.....	.....	116.8	116.9	120.4	.....	.....	.....	113.5
July 1, 1931.....	103.8	109.4	.....	.....	.....	103.2	102.7	108.9	.....	.....	.....	97.9
July 1, 1932.....	88.7	96.4	.....	.....	.....	86.6	89.2	90.5	.....	.....	.....	83.7
July 1, 1933.....	84.5	89.9	.....	.....	.....	83.0	85.0	85.0	.....	.....	.....	81.8
July 1, 1934.....	101.0	100.4	.....	.....	.....	94.1	109.9	94.1	.....	.....	.....	94.1
July 1, 1935.....	99.5	106.7	.....	.....	.....	94.8	102.7	96.3	.....	.....	.....	99.5
July 1, 1936.....	104.6	111.7	.....	.....	.....	101.6	106.2	101.9	.....	.....	.....	104.8
July 1, 1937.....	119.1	135.8	79.7	138.3	136.1	118.0	122.2	104.0	100.3	110.2	105.7	117.1
July 1, 1938.....	113.5	116.7	104.6	126.6	105.4	119.9	114.0	99.8	96.5	102.9	102.9	108.0
July 1, 1939.....	115.8	115.9	108.7	129.9	99.3	124.0	114.7	104.0	98.5	107.5	110.0	111.0
July 1, 1940.....	124.7	124.0	102.2	135.3	111.5	126.6	129.6	112.4	106.8	117.5	117.6	114.8
July 1, 1941.....	157.4	163.9	108.5	183.2	143.3	161.8	165.3	132.5	128.9	133.7	137.3	139.2
July 1, 1942.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
July 1, 1943.....	183.7	184.7	112.4	203.1	165.8	198.6	184.9	141.6	138.3	135.6	150.8	191.9
July 1, 1944.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
July 1, 1945.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Mar. 1.....	167.0	164.4	125.1	172.1	157.0	171.8	173.6	145.3	139.7	135.7	160.0	156.4
Apr. 1.....	168.9	168.8	127.5	173.0	166.0	172.5	175.5	146.8	141.5	136.3	161.6	160.7
May 1.....	169.3	167.8	133.7	176.1	159.2	170.3	176.7	149.1	142.4	143.3	163.0	163.9
June 1.....	169.9	172.9	132.2	180.4	165.7	174.8	178.4	153.3	144.3	149.4	169.6	139.3
July 1.....	173.5	175.9	136.9	184.1	168.0	175.6	179.5	158.0	148.3	153.1	176.0	160.7
Relative Weight of Employment by Provinces and Economic Areas as at July 1, 1946.	100.0	7.7	0.2	4.4	3.1	29.6	42.0	12.2	5.5	2.4	4.3	8.5

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

were 777 men and 223 women per 1,000 employees.

Firms in the nine leading industries reported an increase of 36,642 persons in the month, of whom men numbered 33,143 and women 3,499. The percentage gain among the former amounted to 2.4 per cent, and that among the latter sex to 0.8 per cent. The ratio of women per 1,000 persons of both sexes in recorded employment in this group of industries was 231; as compared with 234 at June 1. The latest proportion, like that in the eight major industrial groups, was smaller than the ratio indicated in any earlier enquiry into sex distribution. The proportion of women workers in recorded employment had reached its highest point at October 1, 1944, when they constituted 261 per 1,000 persons reported in the eight industries, and 271 per 1,000 in the nine major industrial divisions. While the completion or the curtailment of war work is obviously

a factor of very great importance in the falling-off recently indicated in the numbers and the proportions of women workers, the seasonal element and the existence of industrial disputes at July 1 also entered into the situation to a considerable extent. The last two factors affect the value of comparisons of the latest data with those obtained in the earlier surveys into sex distribution, made as at October 1 in 1942-45, and at April 1 in 1944 and 1945, and monthly from January, 1946.

There were increases at July 1 as compared with June 1 in the number of men reported in all the major industrial groups, the largest gains being in manufacturing and construction. Improvement in the situation for women was also indicated in manufacturing, logging, mining, communications, construction, services, trade and finance, while the number of such workers reported in transportation was smaller than that at June 1.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	July 1, 1946	June 1, 1946	July 1, 1945	July 1, 1939
Manufacturing	55.4	187.2	184.7	207.2	111.3
Animal products—edible.....	2.7	237.3	225.4	224.5	143.2
Fur and products.....	0.2	154.2	161.2	143.1	108.0
Leather and products.....	1.8	154.7	155.0	139.6	108.5
Boots and shoes.....	1.1	142.6	142.6	129.2	110.9
Lumber and products.....	4.0	131.0	104.0	129.5	93.1
Rough and dressed lumber.....	2.2	109.4	75.1	110.6	88.7
Furniture.....	0.8	149.2	146.1	128.8	81.7
Other lumber products.....	1.0	194.9	171.7	203.5	116.6
Musical instruments.....	0.1	37.9	37.7	28.0	51.2
Plant products—edible.....	3.1	165.2	159.1	159.8	119.1
Pulp and paper products.....	5.8	163.6	159.8	145.2	110.4
Pulp and paper.....	2.6	149.7	145.4	132.8	100.1
Paper products.....	1.1	242.0	236.2	218.9	130.3
Printing and publishing.....	2.1	155.7	153.1	137.0	116.3
Rubber products.....	1.2	172.6	186.2	181.0	198.5
Textile products.....	7.8	158.2	164.5	157.4	115.5
Thread, yarn and cloth.....	2.7	152.8	165.4	157.8	121.4
Cotton yarn and cloth.....	0.9	82.0	107.3	107.4	94.8
Woollen yarn and cloth.....	0.8	187.3	176.3	170.6	126.3
Artificial silk and silk goods.....	0.8	711.0	702.9	615.3	386.6
Hosiery and knit goods.....	1.3	154.3	159.3	146.6	121.5
Garments and personal furnishings.....	2.8	161.1	163.6	159.6	109.5
Other textile products.....	1.0	172.6	173.0	166.3	105.8
Tobacco.....	0.6	118.4	114.3	122.0	96.8
Beverages.....	0.9	298.6	290.0	265.7	175.3
Chemicals and allied products.....	2.4	325.0	325.6	472.5	160.6
Clay, glass and stone products.....	1.1	172.9	167.2	141.7	97.4
Electric light and power.....	1.3	184.1	175.8	154.2	134.0
Electrical apparatus.....	2.4	292.1	291.4	291.3	131.0
Iron and steel products.....	15.7	205.6	208.9	282.1	93.7
Crude, rolled and forged products.....	2.0	255.9	257.3	243.4	126.5
Machinery (other than vehicles).....	1.4	233.7	234.2	216.4	112.5
Agricultural implements.....	0.8	164.5	164.0	144.7	53.0
Land vehicles and aircraft.....	5.9	167.3	173.1	244.1	83.8
Automobiles and parts.....	2.0	241.1	263.8	277.4	108.6
Steel shipbuilding and repairing.....	1.4	609.7	522.4	1,252.8	62.8
Heating appliances.....	0.3	194.1	191.1	189.2	127.4
Iron and steel fabrication (n.e.s.).....	0.6	182.1	181.1	259.6	109.1
Foundry and machine shop products.....	0.5	213.3	213.6	228.8	103.9
Other iron and steel products.....	2.8	222.7	221.0	307.2	102.2
Non-ferrous metal products.....	2.4	293.2	291.3	346.8	155.2
Non-metallic mineral products.....	1.0	227.6	225.1	223.5	160.5
Miscellaneous.....	0.9	293.4	290.7	339.2	144.2
Logging	3.4	196.6	193.7	184.6	95.3
Mining	4.2	159.1	157.5	146.5	164.1
Coal.....	1.5	93.9	93.7	91.6	82.5
Metallic ores.....	2.0	278.1	280.3	246.9	349.8
Non-metallic minerals (except coal).....	0.7	198.3	184.5	179.8	151.2
Communications	2.2	146.4	141.4	118.7	86.0
Telegraphs.....	0.5	139.5	137.3	130.8	98.7
Telephones.....	1.7	147.6	141.8	115.1	82.6
Transportation	9.3	128.2	126.8	126.3	87.6
Street railways and cartage.....	3.1	209.0	207.7	192.7	125.9
Steam railway operations.....	4.8	107.2	106.9	107.7	75.0
Shipping and stevedoring.....	1.4	107.6	103.6	117.8	93.9
Construction and Maintenance	10.2	141.5	131.1	112.6	133.1
Building.....	3.9	154.3	142.9	98.5	62.5
Highway.....	4.1	180.4	167.0	146.6	270.7
Railway.....	2.2	92.3	85.7	96.0	76.2
Services	3.3	233.0	224.3	208.9	147.6
Hotels and restaurants.....	2.2	234.1	221.3	210.3	146.0
Personal (chiefly laundries).....	1.1	231.0	230.3	206.3	150.5
Trade	12.0	190.7	187.7	172.0	137.4
Retail.....	8.7	197.1	194.3	177.8	143.4
Wholesale.....	3.3	175.7	172.3	157.8	121.3
Eight Leading Industries	100.0	173.5	169.9	175.5	115.8
Finance.....		144.2	143.8	129.6	
Banks and Trust Companies.....		144.3	144.3	133.2	
Brokerage and stock market.....		253.8	248.8	190.9	
Insurance.....		137.6	136.9	121.3	
Total—Nine Leading Industries		172.1	168.7	173.3	

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE V

THE SEX DISTRIBUTION OF THE WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE NINE MAJOR INDUSTRIAL GROUPS, AS AT JULY 1, JUNE 1, MAY 1 AND APRIL 1, 1946, WITH COMPARATIVE FIGURES FOR APRIL 1, 1945

Geographical and Industrial Unit	July 1, 1946 ²				June 1, 1946		May 1, 1946		April 1, 1946		April 1, 1945	
	Men		Women		Men		Women		Men		Women	
	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES												
Maritime Provinces.....	119,170	20,542	85.3	14.7	85.2	14.8	84.9	15.1	84.7	15.3	83.2	16.8
Prince Edward Island...	2,297	817	73.8	26.2	70.8	29.2	69.8	30.2	69.7	30.3	67.6	32.4
Nova Scotia.....	68,962	10,847	86.4	13.6	86.5	13.5	86.4	13.6	85.9	14.1	84.3	15.7
New Brunswick.....	47,911	8,878	84.4	15.6	84.2	15.8	83.7	16.3	84.0	16.0	82.3	17.7
Quebec.....	413,251	131,857	75.8	24.2	75.3	24.7	74.5	25.5	74.6	25.4	73.0	27.0
Ontario.....	584,666	195,159	75.0	25.0	75.1	24.9	74.8	25.2	74.6	25.4	70.2	29.8
Prairie Provinces.....	178,936	49,163	78.4	21.6	78.4	21.6	77.8	22.2	77.8	22.2	74.7	25.3
Manitoba.....	78,277	24,430	76.2	23.8	76.3	23.7	75.5	24.5	75.7	24.3	71.9	28.1
Saskatchewan.....	36,486	9,338	79.6	20.4	79.2	20.8	78.5	21.5	77.9	22.1	75.5	24.5
Alberta.....	64,173	15,395	80.7	19.3	80.8	19.2	80.4	19.6	80.3	19.7	77.9	22.1
British Columbia.....	124,694	31,106	80.0	20.0	78.4	21.6	81.3	18.7	81.0	19.0	79.4	20.6
Canada.....	1,420,716	427,828	76.9	23.1	76.6	23.4	76.4	23.6	76.3	23.7	73.3	26.7
(b) CITIES												
Montreal.....	195,586	85,271	69.6	30.4	69.0	31.0	68.2	31.8	67.7	32.3	66.4	33.6
Quebec.....	18,320	7,605	70.7	29.3	70.7	29.3	70.6	29.4	70.5	29.5	69.9	30.1
Toronto.....	165,973	86,808	65.7	34.3	65.6	34.4	65.4	34.6	65.4	34.6	60.4	39.6
Ottawa.....	17,075	9,566	64.1	35.9	63.9	36.1	63.5	36.5	63.5	36.5	59.4	40.6
Hamilton.....	43,201	16,048	72.9	27.1	72.6	27.4	72.9	27.1	72.2	27.8	67.3	32.7
Windsor.....	28,344	5,552	83.6	16.4	85.1	14.9	85.1	14.9	84.9	15.1	80.9	19.1
Winnipeg.....	46,119	21,328	68.4	31.6	68.6	31.4	67.7	32.3	67.9	32.1	63.6	36.4
Vancouver.....	52,109	21,199	71.1	28.9	69.9	30.1	71.7	28.3	71.4	28.6	71.7	28.3
Halifax.....	16,225	6,009	73.0	27.0	73.0	27.0	75.1	24.9	75.9	24.1	75.7	24.3
Saint John.....	8,753	3,645	70.6	29.4	71.0	29.0	73.2	26.8	74.4	25.6	73.6	26.4
Sherbrooke.....	6,173	3,575	63.3	36.7	64.3	35.7	62.9	37.1	62.2	37.8	59.6	40.4
Three Rivers.....	7,051	2,454	74.2	25.8	75.0	25.0	72.5	27.5	72.4	27.6	69.9	30.1
Kitchener-Waterloo.....	12,547	5,903	68.0	32.0	68.7	31.3	68.3	31.7	68.1	31.9	63.1	36.9
London.....	15,828	7,305	68.4	31.6	68.2	31.8	68.1	31.9	67.2	32.8	63.3	36.7
Fort William-Port Arthur.....	8,766	1,569	84.8	15.2	84.5	15.5	84.4	15.6	83.3	16.7	73.8	26.2
Regina.....	6,565	3,824	63.2	36.8	62.5	37.5	62.5	37.5	61.3	38.7	57.2	42.8
Saskatoon.....	5,133	2,180	70.2	29.8	70.5	29.5	70.0	30.0	69.1	30.9	64.1	35.9
Calgary.....	14,585	4,840	75.1	24.9	75.1	24.9	74.3	25.7	73.9	26.1	70.8	29.2
Edmonton.....	13,449	5,877	69.6	30.4	69.3	30.7	68.2	31.8	67.3	32.7	61.7	38.3
Victoria.....	9,328	3,258	74.1	25.9	73.6	26.4	75.2	24.8	74.8	25.2	74.8	25.2
(c) INDUSTRIES												
Manufacturing.....	753,249	229,422	76.7	23.3	76.4	23.6	76.3	23.7	75.9	24.1	72.8	27.2
Durable Goods ¹	401,916	53,772	88.2	11.8	88.1	11.9	88.0	12.0	87.8	12.2	83.3	16.7
Non-Durable Goods.....	330,303	173,165	65.6	34.4	65.5	34.5	65.1	34.9	64.6	35.4	60.3	39.7
Electric Light and Power.....	21,030	2,485	89.4	10.6	88.9	11.1	88.5	11.5	88.2	11.8	86.4	13.6
Logging.....	55,247	1,175	98.0	2.0	98.1	1.9	98.5	1.5	98.4	1.6	98.3	1.7
Mining.....	73,223	1,817	97.6	2.4	97.7	2.3	97.7	2.3	97.7	2.3	97.0	3.0
Communications.....	17,934	21,371	45.6	54.4	45.9	54.1	45.8	54.2	45.6	54.4	43.2	56.8
Transportation.....	152,789	11,382	93.1	6.9	92.9	7.1	92.9	7.1	92.5	7.5	91.7	8.3
Construction and Maintenance.....	177,274	3,632	98.0	2.0	97.9	2.1	97.7	2.3	97.5	2.5	96.6	3.4
Services.....	26,286	32,511	44.7	55.3	44.3	55.7	44.5	55.5	44.5	55.5	40.7	59.3
Trade.....	123,263	90,137	57.8	42.2	57.5	42.5	56.9	43.1	57.1	42.9	51.2	48.8
Eight leading industries.....	1,382,265	391,447	77.9	22.1	77.7	22.3	77.5	22.5	77.4	22.6	74.3	25.7
Finance.....	38,451	36,381	51.4	48.6	51.4	48.6	51.3	48.7	51.2	48.8	46.0	54.0
Total—all industries.....	1,420,716	427,828	76.9	23.1	76.6	23.4	76.4	23.6	76.3	23.7	73.3	26.7

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. ² The July data are subject to revision.

Report on Employment Conditions, August, 1946

THE following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market

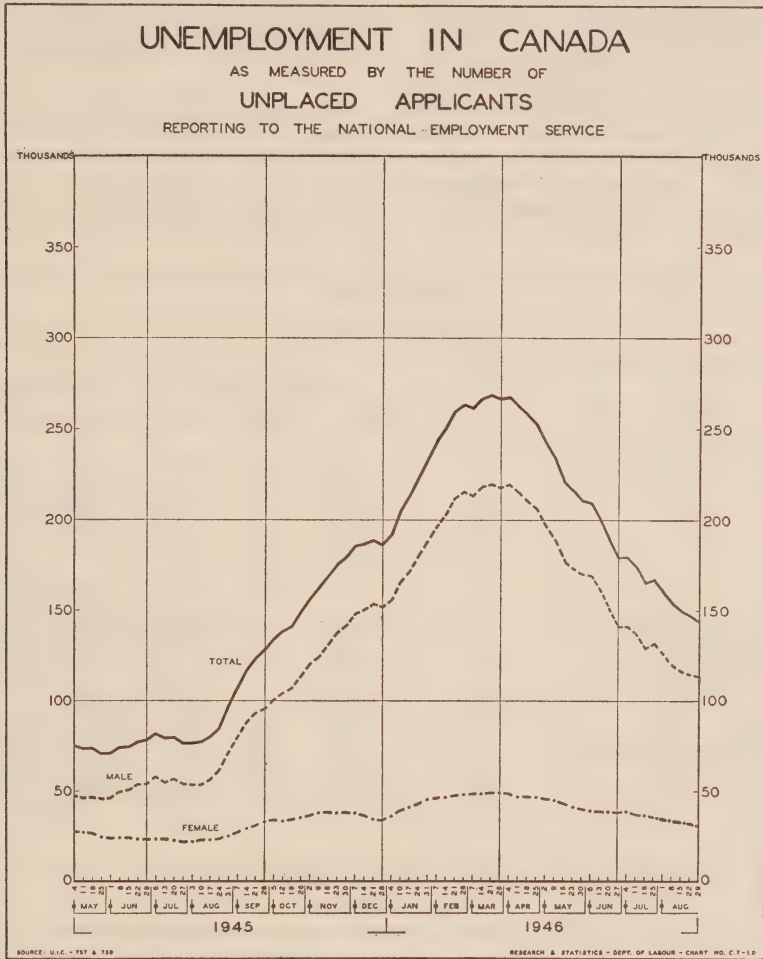
by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

The employment picture improved during August as seasonal activity increased labour requirements in several industries, particularly logging and food and kindred products. This

increase was sufficient to more than offset the retarding effect of current strikes. As junior workers return to school, it is expected that the demand for service and sales workers will increase. Western requirements for agricultural help are being well met by the transfer of eastern harvesters to the Prairies.

among persons registered as unskilled labour. The number of unplaced applicants declined in all regions—Quebec contributing 37 per cent of the total.

Table I shows labour demand and supply by main occupational group and by sex as at August 22, 1946. Table II presents a monthly



At August 22, the number of unfilled vacancies¹ in all occupations, exclusive of agriculture, totalled 112,465 as compared with 106,321 at July 25. The Ontario region accounted for 69 per cent of the increase in this period. In Quebec, on the other hand, labour demand fell by 2,286. Unplaced applicants² registered at employment offices fell by 19,760 during the four week period, to total 145,541 at August 22. Although most occupations showed a decline, over half the drop was

comparison of total labour demand and supply. Table III shows unfilled vacancies classified by main industry group and by sex as at August 22, 1946, with absolute and percentage changes in total demand during the last month.

¹Unfilled Vacancies are the number of unfilled jobs on file in employment offices at the date indicated.
²Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

Clerical Workers

Some improvement in the position of clerical workers took place in August. Not only did the number of unplaced clerks decline but the demand for these workers increased by 618. However, this group remains one of the more difficult with which to cope. Not only is there difficulty in adjusting the geographical distribution of demand and supply but also it is hard to fit local applicants into available positions. On the one hand, office jobs in many cases are low paying and qualified persons are reluctant to accept such poor salaries. On the other hand, it has been a problem to find sufficiently experienced workers for higher paying positions. Few qualified stenographers and typists are available and employers are having difficulty in obtaining the type of

worker they require. The placing of male clerical workers is still the main problem in this group as five men are available for every vacancy on file. This is quite an improvement over the previous month when the ratio was seven to one. At August 22, 7,644 clerical workers were required while 19,017 were seeking employment. Women made up 77 per cent of the demand and 51 per cent of the supply. The shortage of stenographers and typists persists with demand reaching 3,011.

Sales Workers

Expansion in wholesale and retail trade continues to be hampered by shortages of merchandise. The employment outlook in this occupational group is improving but applicants still outnumber vacancies by over two to one.

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT AUGUST 22, 1946

(excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,449	397	1,846	5,288	843	6,131
Clerical Workers.....	1,737	5,907	7,644	9,246	9,771	19,017
Sales Workers.....	1,880	2,357	4,237	5,271	4,729	10,000
Service Workers.....	2,703	12,831	15,534	6,980	4,540	11,520
Fishermen.....	69	.....	69	366	.....	366
Skilled and Semi-skilled Workers.....	36,607	10,177	46,784	38,390	6,221	44,611
Food and Kindred Products.....	386	.....	386	566	.....	566
Textiles, Clothing, etc.....	977	7,274	8,251	1,146	2,822	3,968
Lumber and Wood Products.....	19,302	.....	19,302	1,420	.....	1,420
Electrical.....	199	.....	199	1,545	.....	1,545
Mining.....	1,820	.....	1,820	589	.....	589
Construction.....	5,838	.....	5,838	4,419	.....	4,419
Metalworking.....	2,445	163	2,608	9,010	819	9,829
Other Skilled and Semi-skilled Workers.....	5,640	2,740	8,380	19,695	2,580	22,275
Unskilled Workers.....	22,451	13,900	36,351	47,511	6,385	53,896
Total.....	66,896	45,569	112,465	113,052	32,489	145,541

TABLE II.—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH

(excluding Agriculture)

Date	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Aug. 25, 1944.....	121,278	61,041	182,319	30,923	27,454	58,377
Aug. 24, 1945.....	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21, 1945.....	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19, 1945.....	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23, 1945.....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21, 1945.....	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21, 1946.....	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21, 1946.....	43,824	34,362	78,186	214,867	48,348	263,215
Apr. 25, 1946.....	57,706	41,075	98,781	201,282	46,469	247,751
May 23, 1946.....	66,327	44,980	111,307	169,956	41,788	211,744
June 20, 1946.....	65,857	48,562	114,419	147,594	38,261	185,855
July 23, 1946.....	63,913	42,408	106,321	130,200	35,101	165,301
Aug. 22, 1946.....	66,896	45,569	112,465	113,052	32,489	145,541

Unless wages are good, retail jobs are difficult to fill with competent sales workers. There is an increasing number of commission selling jobs but owing to the uncertainty of income response is poor. It is expected that with the additional seasonal expansion in the coming months and with the return of junior workers to school, demand for sales workers will increase. At August 22, there were 10,000 unplaced applicants seeking employment as sales workers compared to 11,011 four weeks

earlier. In the same period unfilled vacancies had increased by 190 to total 4,237.

Service Workers

The shortage of service workers continued during August, although the number of unfilled vacancies and unplaced applicants fell slightly in this period. There is a definite maladjustment in the sex distribution of labour demand and supply. Four-fifths of the requirements are for female workers while the males

TABLE III.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 22, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from July 25, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	14,730	26	14,756	+ 131	+ 0.9
Lumber.....	4,836	17	4,853	+2,279	+ 88.5
Other logging.....	346	6	352	- 69	- 16.4
Total.....	19,912	49	19,961	+2,341	+ 13.3
Mining—					
Coal.....	1,382	4	1,386	+ 257	+ 23.0
Metallic ores—					
Iron.....	49	3	52	- 51	- 49.5
Gold.....	1,644	7	1,651	+ 456	+ 38.2
Nickel.....	168	.....	168	+ 110	+ 189.7
Copper.....	178	.....	178	- 54	- 23.3
Other metallic ores.....	69	10	79	- 39	- 33.1
Non-metallic minerals.....	348	28	376	- 83	- 18.1
Prospecting and oil producing.....	126	3	129	+ 57	+ 79.2
Total.....	3,964	55	4,019	+ 653	+ 19.4
Manufacturing—					
Food and kindred products (including tobacco).....	2,787	5,069	7,856	+3,504	+ 80.5
Textiles and apparel.....	1,821	10,013	11,834	-1,274	- 9.7
Lumber and finished lumber products.....	3,073	356	3,429	+ 116	+ 3.5
Pulp and paper products (including printing).....	1,502	1,920	3,422	+ 658	+ 23.8
Chemicals and allied products.....	335	392	727	+ 45	+ 6.6
Petroleum and coal products.....	126	17	143	+ 10	+ 7.5
Rubber products.....	149	283	432	+ 11	+ 2.6
Leather and leather products.....	463	1,213	1,676	+ 133	+ 8.6
Stone, clay and glass products.....	675	101	776	- 45	- 5.5
Iron and steel products.....	1,383	453	1,836	+ 127	+ 7.4
Non-ferrous metals and products.....	1,052	354	1,406	+ 251	+ 21.7
Machinery.....	1,360	855	2,215	- 1	.....
Automobile and equipment.....	337	52	389	- 83	- 17.6
Other transportation equipment.....	851	221	1,072	+ 295	+ 38.0
Other manufacturing.....	520	928	1,448	+ 263	+ 22.2
Total.....	16,434	22,227	38,661	+4,010	+ 11.6
Construction.....	9,943	110	10,053	- 944	- 8.6
Transportation.....	3,148	360	3,508	- 569	- 14.0
Communications and other Public Utilities.....	1,031	924	1,955	+ 566	+ 40.7
Trade—					
Wholesale.....	1,282	999	2,281	+ 224	+ 10.9
Retail.....	2,492	4,259	6,751	+ 806	+ 13.6
Total.....	3,774	5,258	9,032	+1,030	+ 12.9
Finance, Insurance, Real Estate.....	1,384	1,415	2,799	+ 196	+ 7.5
Service—					
Public.....	1,955	833	2,788	- 613	- 18.0
Domestic.....	254	3,395	3,649	+ 223	+ 6.5
Personal.....	1,662	7,415	9,077	- 880	- 8.8
Custom and repair.....	1,681	258	1,939	- 163	- 7.8
Other service.....	1,327	2,800	4,127	- 43	- 1.0
Total.....	6,879	14,701	21,580	-1,476	- 6.4
Grand Total.....	66,469	45,099	111,568	+5,807	+ 5.5

make up well over half the unplaced applicants. Demand for female domestics and restaurant workers exceeds supply by over four to one. The shortage of restaurant help continues to be acute and the alleviation resulting from summer resorts closing down will be partially offset by student workers returning to school. Dry cleaning establishments are experiencing difficulty in obtaining suitable help. The demand for farm domestics has increased as the harvesting season progresses. At August 22, applicants seeking service positions numbered 11,520 as compared with 12,288 four weeks earlier. Vacancies on file at the August date totalled 15,534.

Skilled and Semi-Skilled Workers

Industrial expansion is being held back by the wide-spread strikes and resulting material shortages. The steel strike in particular, is having a crippling effect on heavy manufacturing industries as well as construction and many firms have been forced to close down or lay off workers as stocks dwindled. In spite of the retarding effect of current strikes, the employment opportunities in this occupational group continued to expand and for the first time in several months demand for skilled and semi-skilled workers exceeded supply. The increased demand for loggers as the autumn season approaches accounted for most of the increase in requirements. However, the number of male unplaced workers continues to exceed the jobs available while the demand for female workers outnumbers supply by almost five to three. At August 22, there were 46,784 positions available for skilled and semi-skilled workers compared with 43,690 the previous month. In this four week period the number of unplaced applicants in this group declined by 5,224 to total 44,611 at August 22. Ontario was the only region which showed an increase in the number of unplaced applicants at this time.

Textile Workers—The great need for experienced textile workers continues, with demand exceeding supply by over two to one. As the industry is centred in Ontario and Quebec, these regions accounted for 91 per cent of the demand and 89 per cent of the supply. Housing accommodation is limited in some areas with the result that firms are having difficulty in attracting outside workers. At August 22, there were 8,251 unfilled vacancies, a decline of 236 from the previous month as male vacancies fell. Seven vacancies out of eight were for women textile workers. Women sewing machine operators are in general demand constituting over half of the total

demand for female workers. At August 22, 4,691 female sewing machine operators were required while only 907 were available. The number of unplaced applicants at the August date numbered 3,968 (male 1,146, female 2,822) compared with 4,342 at July 25.

Lumber and Woods Products Workers—The increased demand for loggers during August was one of the main contributors to the overall increase in labour requirements in all occupations. As a result of the serious shortage of lumber and pulp and paper, a heavy cutting program is being planned for the coming year and operators are already beginning to press for men. It is expected that by September men in some areas will be returning to the bush. However, in the Prairies and North-Western Ontario little movement into the woods can be expected until the harvest operations are completed. There were 19,302 vacancies on file for lumber and woods products workers at August 22, compared with 16,315 at July 25. The demand for loggers alone increased by 2,753 during this period. The number of lumber and woods products workers seeking positions numbered 1,420 at August 22.

Miners—The need for labour in the mining industry continued to expand during the month of August. There is a general demand for first class miners and progress in many mines, particularly in coal areas, is being hindered by the tight labour supply situation as few applicants meet the required physical standards. Demand for coal miners exceeds supply by eight to one. Forty per cent of the demand for miners is in the Prairie region. Family quarters in some mining areas are practically non-existent and accommodation for single men is limited to bunk houses and hotels. In some cases, lack of necessary mining machinery has held up expansion. Demand for miners totalled 1,820 at August 22 with coal miners accounting for 58 per cent. The supply of miners fell by 116 during the four week period.

Construction Workers—The continued lack of material is seriously affecting the employment of labour in the construction industry and it may result in tradesmen being forced back into the labour market. In some areas construction cannot be carried beyond the framing stage. The nail and pipe shortage is very critical while the lack of cement has held up highway and street construction. Demand for construction workers has been declining in the eastern regions and increasing in the west, although the shortage of first class carpenters, bricklayers and plasterers persists in all regions. At August 22, there were 5,838 con-

struction workers needed compared with 6,093 at July 25. A drop in the demand for painters accounted for most of this decline. The number of unplaced workers totalled 4,419 compared with 4,988 at July 25.

Miscellaneous Workers — Unemployment among applicants registered as metalworkers continued to decline during August although supply exceeds demand by four to one. There has been a general upswing in labour requirements and employers are demanding men with high physical standards. At August 22, there were 2,608 unfilled vacancies for metalworkers compared with 9,829 unplaced applicants. Electricians have been held up by a shortage of wiring and pipe. Demand for these tradesmen remained almost stable in the period while unplaced applicants declined by over 200. Motor vehicle mechanics and repairmen continue to be in great demand in Quebec and Ontario while the supply exceeds the demand in the other three regions. In all regions qualified mechanics are difficult to find. At August 22, 1,449 motor vehicle mechanics and repair-

men were required while 1,284 were registered as unplaced. The acute shortage of female finishers and workers for laundries and cleaning establishments continues with demand exceeding supply by three to one.

Unskilled Workers

Unemployment among unskilled workers declined sharply during August as demand for heavy labour increased. While most of this decrease was confined to males, unemployment among female unskilled workers declined by 1,282. This latter drop and the increase of over 2,487 in the number of unfilled vacancies for female unskilled labour is the result of the increased demand for workers in food processing establishments. Substantial additional requirements were registered for unskilled mine and quarry workers as well as construction workers. At August 22, 36,351 unskilled workers were required; 22,451 of these were males. Unplaced applicants at the same date numbered 53,896 compared with 64,028 at July 25.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended August 22, 1946.

Maritime Region

Agriculture. Recent surveys of available manpower indicate that the farm labour supply will be adequate to meet peak harvest requirements. Grain crops now are being harvested, but yields are poor because of continued dry weather.

Good progress has been made in the interviewing of prospective applicants for apple picking and processing in the Annapolis Valley. Picking will probably become general about September 10.

Logging. Heavy shipments to overseas markets more than offset the slackening in local demand for lumber which has resulted from curtailment of construction. Woods labour is required for both pulp and long lumber operations. Sawmills are operating at full capacity and orders for mill workers will increase as more mills will open shortly.

Fishing. Fish packing plants are in full-scale operation. The shortage of skilled cut-

ters and filleters persists. The lobster season has opened along the Northumberland Strait. Good catches are reported. In the Bay of Fundy area, sardine herring catches are exceptionally heavy.

Coal Mining. Mines in the Cape Breton area have resumed production following the annual vacation period. Output remains low in comparison with pre-war levels. Absenteeism rather than a shortage of miners is the chief cause of the slump. Approximately 150 first-class miners are required in this district. The Dominion Coal Company has recently hired 30 veterans as apprentices to take the six months' course for their first-class miners' papers. More apprentices will be taken on as the classes progress.

In the Minto area, strip mining output is forging ahead—now about 10 per cent above any period in the past ten years. Although average wage rates are fairly high, there are 100 vacancies for qualified miners in the shaft mines of this area.

Manufacturing. The serious effect of the steel strike on manufacturing employment throughout the region is adding further to the existing burden of unemployment. Lay-offs, plant shut-downs, and fast-dwindling stocks are reported from all industrial centres.

Heavy industries in the New Glasgow area have been forced to reduce employment substantially. At Trenton, material shortages have caused 500 men to lose their jobs, and further plant closures are expected shortly if the supply situation does not improve.

Employment expansion in other manufacturing industries such as paint, leather goods, bread, biscuits and candy is also curtailed by material shortages.

Specially skilled men are required but other male labour demand is light. Women workers are needed in the textile and fruit canning plants.

Construction. Continued lack of materials is seriously affecting the employment of construction labour and lay-offs are general. Although brick and tile now are available to high priority projects, a shortage of skilled bricklayers is delaying progress. Wartime Housing contracts are progressing well but construction on private homes is at a very reduced level.

Transportation. Freight and passenger traffic on rail lines continues heavy. Ex-servicemen's dependents have been arriving at Halifax in thousands. Coastwise shipping has been fairly brisk. Ample labour has been available. Air lines, buses and trains have been filled to capacity with tourist traffic.

Quebec Region

Agriculture. Crop yields are considerably below normal in most sections. General farm labour demand has been met with fair success, but good experienced agricultural labour is still very difficult to find.

The movement of harvesters to the Prairies has been confined to the western section of the region, where the supply of farm workers exceeds demand.

Logging. Drives are almost completed and many men have shifted to "improvement" work. Cutting will commence in September and present crews will have been doubled by the end of that month. Indications are that output will expand by 15 per cent this year, but that the labour supply will not improve greatly over the past.

Mining. Repercussions of the downward movement in the price of gold, due to the establishment of dollar parity, are occurring. About 15 diamond drill operations have been suspended in northwestern Quebec. Prospecting companies are reluctant to risk capital under prevailing conditions. Some labour may be available from this source for the hard-pressed producing mines, but when conditions improve these men will probably return to their former employment.

Manufacturing. A decline in industrial activity, the effect of labour disturbances over the past few months, has characterized the Quebec economy during August. Labour unrest is affecting heavy industry. A sympathy strike of 275 steel workers at Lachine is blocking production. The aluminum industry has been adversely affected by both the steel and soda ash strikes; temporary lay-offs have taken place. The textile industry remains desperately in need of workers, although normal activity has been disrupted by the current labour dispute. Expansion planned in the food industry and in the electrical goods field will create additional jobs.

Construction. The lack of building materials is limiting residential, commercial and industrial construction.

The housing shortage, particularly in Montreal, is very serious. One of the great difficulties is that the average man cannot afford to build because of the high cost of materials. Therefore, greatest construction activity is centred in the erection of new plants and better-class homes.

Transportation. Industrial relations in the transportation field have been greatly eased by the recent wage increase for C.N.R. workers. Montreal Tramways announced a co-incident wage boost for its employees, which will replace the former bonus system.

Colonial Air Lines is expanding its staff and requires engineers, technicians and clerical workers.

Ontario Region

Agriculture. The grain harvest has been practically completed throughout the region and in most instances a good yield is reported. Applications for work on Prairie harvest fields are numerous. To date more than 1,000 workers have been sent to the Prairies and immediate needs are filled; additional workers will be required when western harvesting becomes more general. The increase in the number of applicants this year is due to two factors: strikes and subsequent lay-offs have made labour available for seasonal farm work, and the earlier harvest in Ontario has enabled farmers to move to the western harvest.

Canning crops in the Niagara Peninsula are not yet being picked; yield prospects are smaller than last year's crops. The local supply of labour, plus female workers imported from the Winnipeg area, will be sufficient to meet requirements.

Logging. Lumber operators are planning a heavy cutting program for the coming year. Few men are yet available, as bushmen do not apply for work in great numbers until the fly season is over. In September the supply of

labour will probably increase. At the end of the August period, orders in clearance totalled almost 2,500 for bushmen, 600 for pulpcutters and 100 for pulpcutter beginners. River drivers are also needed.

Mining. Base metal operations are expanding. At Sudbury, 200 smelter workers and about 200 additional miners are in demand. By October, these needs will have increased to 400 and 800 respectively.

Experienced miners are required at Timmins, as well as some physically-fit inexperienced men for underground work. Gold mines in the Kirkland Lake area are placing orders for 100 trained miners and 200 beginners.

Manufacturing. Labour disputes in the steel, automobile, electrical, rubber, and chemical industries remain unsettled and are holding up production in associated industries. Material shortages have become more acute as a result of these widespread strikes, and consequent lay-offs have increased the number of unemployed applicants during the month. Many firms are closing down or operating only on a part-time basis. However, in firms where the supply situation is steady, demand for light and heavy labour continues; men are being recruited from the surplus centres of eastern Ontario for jobs in central and western Ontario plants. The farm implement industry requires heavy workers for foundry and forge, as well as for assembly work.

The textile industry remains in dire need of labour, but plant expansion nevertheless continues. Qualified tradesmen, particularly cabinet makers and woodworkers, are in demand in the furniture industry. Plant extensions which will provide further employment are planned in the paper box, printing, food processing and automobile industries.

Construction. The heavy demand for skilled tradesmen has not lessened, and the small supply of available workers has not increased. Semi-skilled and unskilled workers are needed for housing and industrial building, and for highway and bridge construction work.

The steel strike is affecting large construction projects, but small home construction has not been as badly hindered. However, the growing shortage of cement, nails, gyproc, electrical supplies, and plumbing fixtures will soon block progress if improvement does not occur shortly.

Transportation. Labour turnover has declined in the lake shipping business, as crews are apparently settling down since the recent strike.

The railway companies require only a few track maintenance and section hands at various northern points.

Prairie Region

Agriculture. Seasonal expansion in agriculture has caused a marked decline in unemployment throughout the region. Harvest requirements have increased sharply, but no shortage of workers has yet developed. The movement of eastern harvesters to centres where sufficient local labour was not available has been adequate to meet farm needs. About 500 easterners are working in Manitoba and about 1,500 in Saskatchewan.

Wet weather has delayed harvesting in some areas; farmers tend to avoid hiring labour during wet spells. As a result, a number of workers have been moved within the region, in order to prevent local surpluses.

German prisoners of war are relieving seasonal shortages in the eastern section of the region.

Harvest wages for stooking and threshing average \$5.50 and \$6.50 per day respectively, and are attracting workers from other industries.

Logging. The logging industry is at a low level of activity. Operators are planning the production program for the fall and winter seasons, preparing for a heavy cut. New camps are being built in some areas and road construction is under way. Demand for loggers is very heavy, but until harvesting is over, bushworkers will be scarce. River driving is almost completed; the 500 men in the Fort William district now working on the final stages of the drive will soon be available for timber and pulp-wood cutting. Orders for 3,000 bushmen now are on file at Port Arthur, but about 10,000 will be needed when operations are in full swing.

Hardrock Mining. Exploration work in the Flin Flon gold area has been curtailed because of financial set-backs connected with the drop in the price of gold. One operator is closing for the year. Lack of experienced men is holding up expansion in the Red Lake and Port Arthur districts.

Skilled and semi-skilled miners are still required in Atikokan iron mines.

Coal Mining. Miners are needed in almost all Alberta coal fields. The expected scarcity of coal for the coming winter has stimulated activity. Labour shortages have been increased by a movement to seasonal farm work in some districts. Lack of housing prevents placements in the Edson area where demand is heavy for all types of workers.

Manufacturing. Employment in meatpacking plants is on the upswing. The supply of workers is sufficient, although physical specifications are high. Glass shortages still hamper sash-and-door production. Building supply

firms—brick yards, soil pipe and wall board plants—are operating at capacity. Demand for workers in the clay products industry is keen because of abnormal labour turnover.

The steel strike has affected employment in bus production at Fort William; temporary layoffs of 250 workers have occurred. Labour unrest and low wages as well as steel shortages are retarding placements in the foundry trades.

Construction. Construction activity varies throughout the region. Despite supply shortages, workers are required at Winnipeg, Regina, Brandon and Port Arthur; carpenters, bricklayers, cement finishers and husky labourers are the greatest need. Severe scarcity of materials is holding up work in other areas.

Transportation. The railways are expanding employment in order to cope with the movement of this year's crop. It is difficult to fill their orders because of harvest wage competition.

Pacific Region

Agriculture. The farm labour situation is satisfactory. No shortage of workers exists at the present time, apart from the continued scarcity of dairy workers which is due chiefly to lack of housing for married men. In the fruit belt the surplus of labour has disappeared as picking now is in full swing. Fruit crop prospects indicate a record year.

Logging. The great scarcity of skilled men persists in the lumber industry, although there is no shortage of unskilled labour. Engineers and rigging men are needed most urgently.

Higher wage rates make the industry more attractive than before, and it is noticeable that miners are now drifting to the woods.

Operations may be limited shortly, as the present dry weather may create a fire hazard dangerous enough to bring about the seasonal shutdown on the mainland. Some lumber camps on Vancouver Island are already closing because of the fire hazard. This may relieve the labour shortage for those still operating.

All sawmills in the Vancouver area are at peak production. Sawyers, setters, and doggers are scarce, and larger mills are training young men for these jobs. Demand for mill

labourers is general, as labour turnover still presents a replacement problem.

Gold Mining. In the Whitehorse area, lack of necessary mining machinery prevents employment expansion. The steel strike will further delay delivery of this equipment. The Alaska highway will contribute to development of Yukon gold properties. Strikes in the industry at Wells have not affected placer or dredging operations; no labour shortage is expected until after the strike is settled.

Base Metal Mining. At Trail, employment is rapidly expanding. About 150 men are being placed monthly by the local employment office. Orders in clearance at Calgary and Regina total 100. Medical standards are very rigid.

Coal Mining. Underground labour and certified coal miners are still in demand. Some coal miners in the Crow's Nest area have left for Alberta coal fields where contract work gives greater remuneration.

Manufacturing. Foundries are re-staffing now that the strike is over, but are not yet back to full production. Fish canneries are currently at a low level of activity, but a sudden rush of fish is expected shortly and will result in a simultaneous demand for labour from all canneries. Food processing plants are well supplied with female workers. The shipbuilding employment situation remains critical in the Victoria area. Progressive lay-offs are planned, and have begun with the release of over 200 men.

Construction. Construction throughout the region is on the upward trend, despite material shortages. First-class carpenters are very hard to find, and bricklayers, plasterers and lathers are almost as difficult to obtain. However, if building materials do not become available within a short period, a considerable number of tradesmen and labourers will be forced back into the labour market.

Transportation. Marine engineers—steam and diesel—firemen, seamen, and cooks are urgently required and are in short supply.

Workers are not interested in railway maintenance jobs, but will accept work with the B.C. Electric Railway as wage rates are higher.

Truck drivers are needed in the coal business; labour turnover is high.

Applications for Employment; Vacancies and Placements; July, 1946

DURING the five-week period June 28 to August 1, 1946, reports received from the National Employment Service Offices of the Unemployment Insurance Commission showed a decrease of .5 per cent in the average daily placements effected when compared with the previous four weeks May 31 to June 27, and a loss of 34.6 per cent in comparison with the five weeks June 29 to August 2, 1945. Under the first comparison agriculture showed a moderate gain and forestry and logging, public utilities operation and finance and insurance slight increases but all other industrial divisions recorded declines, the greatest being in manufacturing. In comparison with the five-week period ending August 2, 1945, apart from an increase in agriculture, all industrial divisions showed decreases the most pronounced being a substantial decline in manufacturing and moderate losses in public utilities operation, trade, forestry and logging and services.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at the National Employment Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies in relation to applications remained about the same while that of placements took an upward course. The ratio of vacancies to each 100 applications was 101.1 during the five weeks ending August 1, 1946, in contrast with 101.5 in the previous period, and 106.4 during the five weeks June 29 to August 2, 1945. The ratio of placements to each 100 applications during the period under review was 50.2 compared with 46.8 in the preceding four weeks and 63.9 during the corresponding period ending August 2, last year.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the five weeks June 28 to August 1, 1946, was 6,239 in comparison with 6,745 in the preceding period and 7,893 during the five weeks ending August 2, 1945. The average number of applications for employment received daily during the period under review was 6,173 compared with 6,644 in the previous period and 7,416 during the five weeks June 29 to August 2, 1945. The average number of placements made daily by the offices during the period under review was 3,101 of which 2,845 were in regular employment and 256 in work of one week's duration or less in comparison with a daily average of 3,117 during the previous period. Placements during the five weeks June 29 to August 2, 1945,

averaged 4,742 daily consisting of 4,592 in regular employment and 150 in casual work.

During the five weeks June 28 to August 1, 1946, the offices referred 136,678 persons to vacancies and effected a total of 89,919 placements. Of these the placements in regular employment were 82,504 of which 62,732 were of males and 19,772 of females, while placements in casual work totalled 7,415. The number of vacancies reported by employers was 128,291 for males and 52,635 for females, a total of 180,926, while applications for work numbered 179,011 of which 134,510 were from males and 44,501 from females. Reports for the four weeks May 31 to June 27, 1946, showed 155,144 positions available, 152,822 applications made and 71,702 placements effected, while in the five weeks June 29 to August 2, 1945, there were recorded 228,890 vacancies, 215,073 applications for work and 137,510 placements in regular and casual employment.

The following table gives placements effected by the offices, each year, from January, 1936, to date:—

PLACEMENTS

Year	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (31 weeks).....	448,722	41,262	489,984

Nova Scotia and Prince Edward Island

Orders received at National Employment Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending August 1, 1946, called for an average of 232 workers daily in contrast with 260 in the preceding period and 290 during the five weeks ending August 2, 1945. There was a daily average of 145 placements in comparison with 169 in the previous period and 206 during the five weeks June 29 to August 2 last year. Fairly large decreases in manufacturing and public utilities operation together with a moderate loss in trade accounted for the decline in placements from the corresponding period a year ago. In the remaining groups, a moderate advance was reported in construction. Placements by industrial divisions num-

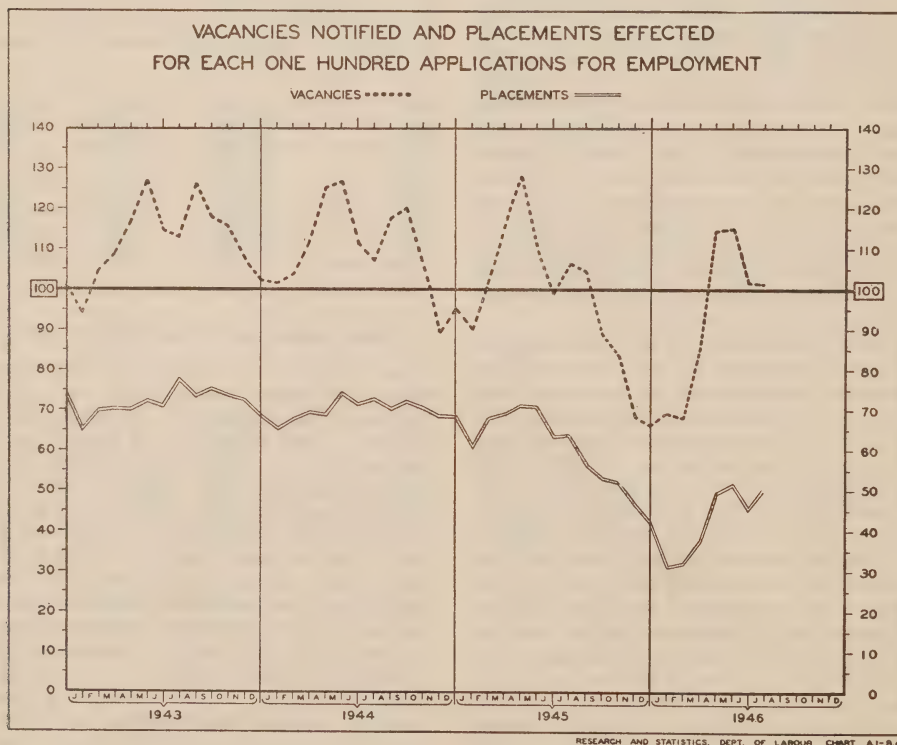
bered: services 1,198; construction 945; manufacturing 883; trade 547; public utilities operation 231; agriculture 139, and forestry and logging 101. Regular placements totalled 2,930 of men and 1,080 of women.

New Brunswick

The demand for workers on a daily average as indicated by orders listed at Employment Offices in New Brunswick during the period under review was 168, as compared with 192 in the previous four weeks and 217 during the period terminating August 2 last year. Placements showed a daily average of 93, in comparison with 95 in the preceding four weeks and 147 during the corresponding period of 1945. The decrease in placements from the period terminating August 2 a year ago was almost entirely due to reductions in manufacturing, public utilities operation, trade and services. Except for a moderate gain in construction, the changes in all other groups were negligible. Placements by industries included: construction 801; services 588; manufacturing 523; trade 269; public utilities operation 183, and forestry and logging 117. There were 2,078 men and 453 women placed in regular employment.

Quebec

Opportunities for employment at Employment Offices in the province of Quebec during the five weeks ending August 1, 1946, numbered 1,273 daily in comparison with 1,343 in the preceding period and 2,195 during the five weeks June 29 to August 2, 1945. The average number of placements effected daily was 441 during the period under review, as compared with 493 in the previous four weeks and 1,191 during the corresponding period of last year. With the exception of a moderate gain in agriculture, placements were less numerous in all industrial groups than during the five weeks ending August 2 a year ago. The most noteworthy loss occurred in manufacturing followed by fairly substantial declines in forestry and logging, construction, services, public utilities operation and trade, and moderate decreases in mining, and finance and insurance. Industries in which employment was secured for more than 500 workers included: manufacturing 4,419; services 2,425; construction 2,355; forestry and logging 975; trade 935; public utilities operation 797 and mining 504. Placements in regular employment totalled 9,963 of men and 2,652 of women.



Ontario

There was a decrease in the average number of positions available daily at Employment Offices in Ontario during the period terminating August 1, 1946; there being 2,717 in contrast with 3,194 in the previous four weeks and 3,255 during the period terminating August 2 last year. Placements were fewer under both comparisons, the daily average being 1,370 as compared with 1,407 in the preceding four weeks and 1,879 during the five weeks June 29 to August 2, 1945. A pronounced decrease in manufacturing supplemented by fairly substantial losses in public utilities operation, services and trade and moderate losses in forestry and logging, and finance and insurance were responsible for the reduction in placements from the corresponding period a year ago. Agriculture and construction were the only groups to show improvements, these being moderate in volume. Industrial divisions in which the majority of placements were effected were: manufacturing 12,996; services 8,724; construction 6,739; trade 3,762; public utilities operation 2,884; agriculture 2,357; mining 1,044; forestry and logging 660, and finance and insurance 567. There were 29,372 men and 8,290 women placed in regular employment.

Manitoba

Positions offered through Employment Offices in Manitoba during the five weeks under review, averaged 360 daily compared with 390 in the period ending June 27, and 371 during the corresponding five weeks of last year. There was a daily average of 208 placements in comparison with 217 in the preceding period and 236 during the five weeks ending August 2 a year ago. When comparing placements by industrial divisions with the period June 29 to August 2, 1945, there were moderate declines in public utilities operation, manufacturing and trade, and gains in agriculture and services. Placements by industries included: services 1,793; manufacturing 1,375; trade 988; construction 741; public utilities operation 468; agriculture 330; mining 207, and finance and insurance 119. Regular placements numbered 3,112 of men and 1,518 of women.

Saskatchewan

Employment opportunities as indicated by orders received at Offices in Saskatchewan during the period terminating August 1, 1946, showed a daily average of 226 workers in contrast with 218 in the preceding four weeks and 186 during the period June 29 to August 2 a year ago. The average number of placements registered daily was 129, in comparison with 133 in the previous four weeks and 131 during

the period terminating August 2, 1945. The reduction in placements from the corresponding five weeks of last year, was small for the province as a whole under this comparison. The most significant changes were losses in public utilities operation, trade and manufacturing and gains in services and agriculture. Industrial divisions in which most of the placements were effected were: services 1,536; trade 643; construction 506; manufacturing 393; agriculture 324 and public utilities operation 273. Placements in regular employment totalled 2,165 of men and 790 of women.

Alberta

Orders listed at Employment Offices in Alberta during the five weeks under review, called for a daily average of 411 workers compared with 407 in the previous period and 408 during the corresponding five weeks of 1945. Placements recorded a daily average of 253 in contrast with 243 in the preceding period and 291 during the five weeks ending August 2 last year. The largest decline in placements from the period June 29 to August 2 a year ago took place in public utilities operation. Losses smaller in volume were recorded in trade and manufacturing but were partly offset by moderate gains in services and agriculture. Placements by industries included: services 2,642; construction 1,094; manufacturing 1,045; trade 852; agriculture 621; mining 492; public utilities operation 374, and forestry and logging 131. There were 4,355 men and 1,582 women placed in regular employment.

British Columbia

During the period terminating August 1, 1946, the daily average of vacancies offered through Employment Offices in the province of British Columbia was 852, as compared with 742 in the preceding four weeks and 971 during the period terminating August 2 last year. There was a daily average of 462 placements in comparison with 361 in the previous four weeks and 660 during the period terminating August 2, 1945. An appreciable decrease in manufacturing augmented by losses somewhat smaller in volume in public utilities operation, and forestry and logging were chiefly responsible for the reduction in placements from the corresponding five weeks a year ago. Moderate declines were registered in trade and mining but these contractions were entirely offset by increases in agriculture and construction. Industrial groups in which the majority of placements were effected were: services 3,398; manufacturing 2,600; construction 2,221; forestry and logging 1,607; trade 1,589; agriculture 770; public utilities operation 724 and mining 276. Regular placements totalled 8,757 of men and 3,407 of women.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS JUNE 28 TO
AUGUST 1, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island.....	534	215	898	515	399	18	1,383
Charlottetown.....	332	162	571	350	237	13	887
Summerside.....	202	53	327	165	162	5	496
Nova Scotia.....	6,202	3,234	8,203	5,408	3,611	172	13,072
Amherst.....	198	83	308	166	134	1	508
Bridgewater.....	78	74	138	100	30	1	263
Dartmouth.....	276	180	343	254	168	8	310
Digby.....	112	78	91	20	20	1	635
Glace Bay.....	357	123	439	270	268	1	1,035
Halifax.....	2,188	1,350	2,568	1,883	926	24	2,483
Inverness.....	34	8	159	23	22	1	355
Kentville.....	523	432	301	204	124	1	649
Liverpool.....	88	217	95	90	73	1	76
New Glasgow.....	840	78	1,301	872	728	45	2,179
New Waterford.....	56	159	168	56	56	1	285
North Sydney.....	94	21	170	95	92	4	302
Pictou.....	87	34	213	69	50	1	346
Springhill.....	43	5	93	27	27	1	207
Sydney.....	396	87	836	494	318	75	1,693
Sydney Mines.....	124	12	124	130	113	1	615
Truro.....	367	152	354	367	188	15	238
Yarmouth-Shelburne.....	341	141	502	288	274	1	893
New Brunswick.....	4,872	3,711	5,721	3,939	2,531	160	8,901
Bathurst.....	34	26	293	28	9	2	1,211
Campbellton.....	223	91	397	246	116	33	1,006
Edmundston.....	381	591	251	222	214	1	119
Fredericton.....	380	286	390	277	174	1	283
Minto.....	353	285	146	177	177	1	145
Moncton.....	1,552	1,146	1,561	1,205	701	59	2,495
Newcastle.....	48	66	196	71	28	1	935
Saint John.....	1,299	788	2,010	1,282	798	50	2,339
St. Stephen.....	175	252	157	107	76	2	176
Sussex.....	168	89	120	153	118	1	82
Woodstock.....	259	91	200	171	120	13	110
Quebec.....	36,906	34,234	39,488	24,718	12,615	169	41,999
Acton Vale.....	16	169	66	65	84	1	65
Asbestos.....	226	189	118	77	63	1	108
Baie St. Paul.....	512	145	159	133	142	1	61
Beauharnois.....	294	188	204	205	101	1	230
Buckingham.....	205	29	326	194	196	1	260
Causapsal.....	37	44	45	1	1	1	288
Chandler.....	156	256	134	3	1	1	438
Chicoutimi.....	889	1,200	605	234	205	1	410
Coaticook.....	286	103	229	261	248	1	59
Cowansville.....	69	54	53	54	38	1	41
Dolbeau.....	966	708	65	39	35	1	26
Drummondville.....	687	376	652	622	503	1	431
East Angus.....	85	60	100	34	32	2	94
Farnham.....	88	104	50	24	17	1	72
Granby.....	428	323	328	168	142	1	134
Hull.....	377	164	944	330	201	1	1,293
Joliette.....	323	291	488	331	157	1	519
Jonquiere.....	145	86	305	121	80	1	445
Lachute.....	236	133	408	219	153	1	160
La Malbaie.....	422	196	341	235	234	1	61
La Tuque.....	958	334	129	122	72	6	98
Levis.....	288	311	452	155	83	1	1,586
Louiseville.....	109	30	286	122	99	1	135
Magog.....	109	99	99	104	42	1	103
Matane.....	601	567	348	332	341	1	73
Megantic.....	248	168	144	91	78	1	59
Mount Laurier.....	206	105	108	96	85	1	51
Montmagny.....	85	24	155	101	92	1	154
Montmorency.....	Included	in Quebec	Report.				
Montreal.....	12,512	19,336	18,420	12,363	3,588	124	15,959
Plessisville.....	116	84	54	40	28	1	59
Port Alfred.....	397	32	74	34	65	1	67
Quebec.....	2,452	1,326	4,022	2,057	1,043	4	7,651
Richmond.....	90	68	131	123	95	1	33
Rimouski.....	2,018	1,251	309	309	321	1	92
Riviere du Loup.....	151	37	88	50	21	1	325
Roberval.....	312	307	92	78	70	1	61
Rouyn.....	840	683	585	511	286	1	300
Ste. Agathe.....	397	210	236	264	232	1	30
Ste. Anne de Bellevue.....	35	35	80	28	12	1	140
Ste. Therese.....	531	231	369	350	360	1	185
St. Georges de Beauce.....	67	59	66	41	14	1	393
St. Hyacinthe.....	450	715	198	133	70	1	273
St. Jean.....	1,128	542	1,015	817	634	1	210

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
JUNE 28 TO AUGUST 1, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Jerome.....	245	177	373	171	115		185
St. Joseph d'Alma.....	237	71	308	215	132		227
Shawinigan Falls.....	60	6	475	70	69		997
Sherbrooke.....	931	425	809	822	577	32	263
Sorel.....	701	89	511	140	92		754
Thetford Mines.....	353	73	449	343	275		366
Three Rivers.....	785	180	1,906	497	301		2,759
Val d'Or.....	2,505	1,264	397	308	280		115
Valleyfield.....	106	329	784	139	89		2,914
Victoriaville.....	438	248	396	342	321		187
Ontario.....	78,795	45,738	67,179	57,787	37,662	2,072	48,516
Arnprior.....	231	167	183	179	170		20
Barrie.....	662	320	198	162	264		209
Belleville.....	537	227	444	381	297	2	406
Bracebridge.....	917	105	921	803	860		122
Brampton.....	248	250	225	219	174	2	63
Brantford.....	1,119	682	752	624	519	27	358
Brockville.....	497	138	471	481	364		93
Carleton Place.....	69	25	51	50	58		56
Chatham.....	651	339	555	503	336	3	448
Cobourg.....	188	31	256	222	195		59
Collingwood.....	119	50	125	109	109		247
Cornwall.....	1,017	141	1,608	981	836	22	892
Dunnville.....	97	93	83	54	37		73
Fergus.....	69	44	62	58	55		11
Fort Erie.....	282	71	399	691	355		183
Fort Frances.....	329	158	283	278	224	3	77
Fort William.....	973	1,198	969	703	640		1,164
Galt.....	836	578	271	249	146		134
Gananoque.....	87	30	86	74	68	1	32
Goderich.....	305	164	149	162	194	2	34
Guelph.....	1,073	341	1,006	922	728		258
Hamilton.....	3,145	1,227	4,895	4,205	1,467	246	4,934
Hawkesbury.....	70	31	179	85	49		185
Ingersoll.....	168	116	89	110	69	6	22
Kapuskasing.....	380	1,254	78	72	69		27
Kenora.....	872	632	170	120	97		172
Kingston.....	1,359	422	1,198	1,393	797	5	579
Kirkland Lake.....	1,050	565	966	735	579	10	376
Kitchener Waterloo.....	1,576	891	907	981	639	3	323
Leamington.....	378	142	267	269	180		113
Lindsay.....	92	53	61	139	83	4	216
Listowel.....	100	115	102	108	110	3	76
London.....	3,414	1,676	2,319	2,478	1,338	229	858
Midland.....	135	110	217	117	86		289
Napanee.....	122	65	149	134	127		84
Newmarket.....	119	129	74	73	22		97
New Toronto.....	1,390	620	1,140	869	804		549
Niagara Falls.....	1,937	1,217	881	875	630	2	489
North Bay.....	798	354	573	433	371	49	194
Orangeville.....	78	47	45	74	85		36
Orillia.....	504	157	560	474	403	7	361
Oshawa.....	1,233	546	1,251	1,231	670	6	2,297
Ottawa.....	2,865	1,459	3,569	3,111	1,457		3,486
Owen Sound.....	368	209	276	298	275	1	106
Paris.....	27	71	26	18	15		24
Parry Sound.....	191	240	83	110	103		194
Pembroke.....	522	196	561	470	364	14	241
Perth.....	309	108	426	349	332	6	63
Peterborough.....	918	386	873	988	657		489
Pictou.....	52	12	104	42	63		55
Port Arthur.....	3,789	4,359	1,350	1,061	1,109		968
Port Colborne.....	187	53	235	141	105	1	310
Port Hope.....	127	140	122	106	81		34
Prescott.....	67	18	102	72	63		165
Renfrew.....	227	104	242	223	180		163
St. Catharines.....	2,179	1,198	1,678	1,286	722	129	1,548
St. Thomas.....	626	340	510	576	304	6	238
Sarnia.....	489	177	543	428	314		386
Sault Ste. Marie.....	740	1,285	824	295	243		797
Simcoe.....	400	224	275	303	198	12	75
Sioux Lookout.....	82	120	37	24	18		39
Smiths Falls.....	262	88	178	135	95		127
Stratford.....	688	222	833	763	554	153	289
Sturgeon Falls.....	120	49	138	104	108		95
Sudbury.....	1,974	2,207	1,726	1,595	1,096	43	1,159
Tillsonburg.....	75	48	82	72	60		19
Timmins.....	1,677	1,354	1,691	1,545	1,400	30	734
Toronto.....	24,220	13,049	14,953	15,380	9,087	847	8,632

**REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
JUNE 28 TO AUGUST 1, 1946—Concluded**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto Junction.....	2,135	957	1,119	1,289	778	14	782
Trenton.....	279	201	187	193	134		132
Walkerton.....	101	69	64	34	18		153
Wallaceburg.....	152	29	441	100	34		261
Welland.....	801	299	852	860	586		941
Weston.....	693	359	738	601	351		473
Windsor.....	1,933	318	6,843	2,089	1,278	183	7,947
Woodstock.....	314	269	280	246	176	1	175
Manitoba.....	10,442	4,758	13,050	9,977	4,630	1,406	12,057
Brandon.....	736	434	732	493	335		793
Dauphin.....	166	94	273	237	108	2	453
Flin Flon.....	305	71	297	286	229	17	33
Portage la Prairie.....	215	147	233	223	130		456
Selkirk.....	79	40	112	77	53	2	73
The Pas.....	96	70	122	91	58	3	81
Winnipeg.....	8,845	3,902	11,281	8,570	3,717	1,382	10,168
Saskatchewan.....	6,548	3,118	7,739	6,428	2,955	790	5,064
Estevan.....	216	116	134	132	126		38
Moose Jaw.....	723	332	870	847	401	70	667
North Battleford.....	157	179	171	113	52	1	327
Prince Albert.....	470	246	723	606	304	14	595
Regina.....	2,523	939	3,113	2,738	1,231	480	1,303
Saskatoon.....	1,932	916	2,049	1,612	634	196	1,592
Swift Current.....	130	89	133	57	33		194
Weyburn.....	202	106	131	127	76	25	53
Yorkton.....	195	195	415	196	98	4	295
Alberta.....	11,929	4,623	11,938	10,339	5,937	1,404	6,363
Black Diamond.....	46	3	57	54	49		71
Blairmore.....	346	273	148	139	149		34
Calgary.....	4,016	1,138	4,366	4,057	2,225	699	2,494
Drumheller.....	247	232	118	75			102
Edmonton.....	5,253	1,854	5,710	4,664	2,348	674	2,855
Edson.....	542	351	110	78	171		39
Lethbridge.....	664	293	688	623	439	25	425
Medicine Hat.....	447	146	475	401	316	6	219
Red Deer.....	368	333	243	205	165		124
British Columbia.....	24,698	9,493	24,795	17,567	12,164	1,224	22,907
Chilliwack.....	853	144	631	620	587	70	142
Courtenay.....	220	178	138	93	98		166
Cranbrook.....	294	205	138	139	115		61
Dawson Creek.....	320	131	251	257	276		41
Duncan.....	482	210	205	191	393	4	111
Fernie.....	156	133	34	31	30		13
Kamloops.....	765	200	651	522	527		101
Kelowna.....	177	73	182	182	108		142
Nanaimo.....	384	170	371	245	214	23	194
Nelson.....	410	172	402	342	309		263
New Westminster.....	1,545	568	1,971	1,347	1,462	58	2,299
North Vancouver.....	292	126	658	253	152		1,178
Penticton.....	203	120	274	306	228		105
Port Alberni.....	652	281	298	233	170	2	122
Prince George.....	1,125	205	1,012	1,398	987	7	84
Prince Rupert.....	216	184	258	217	154		232
Princeton.....	220	16	211	188	211	8	34
Trail.....	615	258	535	505	433		348
Vancouver.....	12,161	4,656	13,734	8,257	3,678	946	14,828
Vernon.....	661	246	649	455	479		330
Victoria.....	2,724	1,089	2,007	1,647	1,408	106	2,050
Whitehorse.....	223	128	185	139	145		63
Canada.....	180,926	109,124	179,011	136,678	82,504	7,415	160,262
Males.....	128,291	65,796	134,510	98,028	62,732	3,094	125,774
Females.....	52,635	43,328	44,501	38,650	19,772	4,321	34,488

Strikes and Lockouts

Strikes and Lockouts in Canada During August, 1946

DURING August, 1946, less time was lost due to strike idleness than in the previous month but for the fourth consecutive month strike activity in Canada continued at a high level. As compared with July, 1946, one more strike was recorded, the number of

workers involved decreased by 7,000 and the time loss showed a drop of 50,000 days. Preliminary figures show 43 strikes and lockouts in existence during August, 1946, involving 42,407 workers, with a time loss of 867,252 man-working days, as compared with 42

STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
May.....	28	35	46,641	47,730	564,925	7.80
June.....	25	36	30,354	70,688	935,188	12.92
July.....	28	42	27,459	49,752	918,285	12.68
August.....	20	43	5,095	42,407	867,252	11.96
Cumulative totals.....	165		124,774		3,411,833	5.89
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
May.....	13	15	3,242	3,336	6,738	0.09
June.....	12	13	2,773	2,926	5,138	0.07
July.....	25	27	11,738	11,975	45,497	0.62
August.....	19	27	8,509	13,190	41,122	0.56
Cumulative totals.....	139		46,118		169,330	0.29

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

strikes in July, 1946, with 49,752 workers involved and a time loss of 918,285 days. In August, 1945, there were 27 strikes, involving 13,190 workers, with a time loss of 41,122 days.

Preliminary figures for the first eight months of this year show 165 strikes, involving 124,774 workers, with a time loss of 3,411,833 man-working days. For the same period last year there were 139 strikes, with 46,118 workers involved and a time loss of 169,330 days.

Of the 43 strikes recorded for August, four were settled in favour of the workers, six in favour of the employers, seven were compromise settlements, one was partially successful, and five were indefinite in result, work being resumed pending final settlement. At the end of the month 20 strikes were recorded as unternminated, namely: metal miners in British Columbia; rubber factory workers at Bowmanville, Hamilton, Kitchener, New Toronto and Toronto, Ont.; textile factory workers at Valleyfield, P.Q.; compositors, etc., at Winnipeg, Man.; compositors, etc., at Ottawa and Hamilton, Ont., Edmonton,

Alta., and Vancouver, B.C.; brass factory workers at New Toronto, Ont.; motor vehicle factory workers at Chatham and Windsor, Ont.; foundry workers at Calgary, Alta.; steel products factory workers at Windsor, Ont.; electrical apparatus factory workers at Hamilton, Ont.; metal factory workers at Welland, Ont.; electrical apparatus and wire factory workers at Toronto, Ont.; steel mill workers at Hamilton, Sault Ste. Marie, Ont., and Sydney, N.S.; chemical factory workers at Windsor, Ont.; chemical factory workers at Amherstburg, Ont.; clothing factory workers at St. Hyacinthe, P.Q.; silverware factory workers at Toronto, Ont.; steel products factory workers at Lachine, P.Q.; steel products factory workers at Hamilton, Ont.; and plastic factory workers at Oshawa, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars(?)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1946				
MINING— Metal miners, British Columbia.	12	1,900	45,000	Commenced July 3; for increased wages, reduced hours and other conditions; unterminated.
MANUFACTURING— <i>Vegetable Products—</i> Bakery workers, Halifax, N.S.	1	4	10	Commenced February 11; for a union agree- ment; strike not declared terminated but employment conditions no longer affected by August 3; indefinite.
Bakery workers, Winnipeg, Man.	6	62	400	Commenced July 14; for new agreements providing for increased wages and changes in working conditions; terminated August 8; conciliation, provincial; compromise.
<i>Rubber and Its Products—</i> Rubber factory workers, Bowmanville, Hamilton, Kitchener, New Tor- onto, Oakville and Tor- onto, Ont.	10	9,000	200,000	Commenced June 23; for increased wages, reduced hours, overtime rates for Satur- days, Sundays and holidays, etc; untermi- nated (plant at Oakville resumed oper- ations August 23).
<i>Fur and Leather Products—</i> Glove factory workers, Waterloo, Ont.	1	10	110	Commenced July 12; for a union agreement providing for preferential shop, check-off, etc.; terminated August 14; conciliation, provincial; compromise.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Toronto, Ont.	2	500	4,000	Commenced June 25; for increased wages, reduced hours check-off, etc.; terminated August 10; conciliation, provincial; com- promise.
Textile factory workers, Valleyfield, P.Q.	1	2,750	70,000	Commenced June 1; for increased wages, reduced hours, two weeks' vacation with pay, etc.; unternminated.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1946⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1946—Continued				
MANUFACTURING—Con. Printing and Publishing— Compositors, etc., Winnipeg, Man.	2	88	1,750	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; unternminated.
Compositors, etc., Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.	5	125	2,500	Commenced May 30; in sympathy with strike of compositors at Winnipeg, Man., commencing November 8, 1945; unternminated.
Metal Products— Foundry workers, Vancouver and New Westminster, B.C.	35	500	1,500	Commenced May 17; for increased wages and reduced hours; terminated August 6; conciliation, provincial, and return of workers pending reference to a Commissioner; indefinite; (work resumed at majority of foundries by August 5).
Brass factory workers, New Toronto, Ont.	1	800	17,000	Commenced May 18; for increased wages, reduced hours, union shop, seniority in lay-offs, etc.; unternminated.
Motor vehicle factory workers, Chatham and Windsor, Ont.	2	3,000	70,000	Commenced June 18; for increased wages, reduced hours, two weeks' vacations with pay, etc; unternminated.
Foundry workers, Calgary, Alta.	3	180	4,000	Commenced June 20; for new agreements providing for increased wages, reduced hours, closed shop, check-off, two weeks' vacations with pay, etc.; unternminated. (work resumed at one foundry, August 27).
Steel products factory workers, Windsor, Ont.	1	190	3,000	Commenced June 27; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; unternminated.
Electrical apparatus factory workers, Hamilton, Ont.	2	4,000	90,000	Commenced July 5; for increased wages, reduced hours, two weeks' vacations with pay, payment for statutory holidays, etc.; unternminated.
Metal factory workers, Welland, Ont.	1	1,000	24,000	Commenced July 8; for increased wages and reduced hours; unternminated.
Electrical apparatus and wire factory workers, Toronto, Ont.	3	1,500	30,000	Commenced July 8; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; unternminated.
Steel mill workers, Hamilton, Sault Ste. Marie, Ont., Sydney, N.S.	5	10,000	255,000	Commenced July 14; for increased wages, reduced hours, union security, two weeks' vacations with pay, etc.; unternminated.
Storage battery factory workers, Kingston, Ont.	1	41	140	Commenced July 15; for increased wages, reduced hours, two weeks' vacations with pay, union shop, check-off, etc.; terminated August 6; negotiations and reference to RWLB (3); in favour of workers (draft agreement signed).
Steel products factory workers, Montreal, P.Q.	1	850 ⁽⁴⁾	12,000	Commenced July 25; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, union security, etc.; terminated August 17; conciliation, provincial, and return of workers pending signing of agreement; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1946⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1946—Concluded				
MANUFACTURING— <i>Conc. Non-Metallic Minerals, Chemicals, etc.—</i> Chemical factory workers, Windsor, Ont.	1	400 ⁽⁵⁾	9,500	Commenced June 27; for a new agreement providing for increased wages, reduced hours, union shop, check-off, two weeks' vacations with pay, etc.; untermiated.
Chemical factory workers, Amherstburg, Ont.	1	400 ⁽⁶⁾	9,000	Commenced July 12; for a new agreement providing for increased wages, reduced hours, union security, etc.; untermiated.
CONSTRUCTION— <i>Canal, Harbour and Water- ways—</i> Labourers, Glace Bay, N.S.	1	12 ⁽⁷⁾	12	Commenced July 31; for increased wages; terminated August 1; return of workers pending decision of RWLB; indefinite.
Strikes and Lockouts Commencing During August, 1946				
MINING— Coal miners, Florence, N.S.	1	700	700	Commenced August 1; protest against sending home eight surplus workers; terminated August 1; return of workers; in favour of employer.
Coal miners, Florence, N.S.	1	700	700	Commenced August 7; protest against sending home seven surplus workers; terminated August 7; return of workers; in favour of employer.
Coal miners, surface workers, Glace Bay, N.S.	2	30 ⁽⁸⁾	30	Commenced August 10; protest against failure to hoist coal on Friday night due to absenteeism; terminated August 10; return of workers; in favour of employer.
Coal miners, Stellarton, N.S.	1	444	520	Commenced August 13; because night watchman requested union Board Member to leave mine property when he could not produce a pass; terminated August 14; return of workers; in favour of employer.
Coal miners, Florence, N.S.	1	700	2,100	Commenced August 13; protest against sending home seven surplus workers; terminated August 15; return of workers in favour of employer.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery workers, Prince Albert, Sask.	1	20	200	Commenced August 21; for a union agreement providing for increased wages, grievance procedure and other conditions; terminated August 31; conciliation, provincial, and reference to RWLB; compromise.
Canning factory workers, St. Catharines, Ont.	1	230	175	Commenced August 29; for increased wages and time and one-half for overtime; terminated August 29; negotiations; compromise.
<i>Fur and Leather Products—</i> Leather factory workers, London, Ont.	2	200	200	Commenced August 12; for a new agreement providing for increased wages, reduced hours, union security, etc.; terminated August 12; conciliation, provincial, and return of workers pending reference to RWLB; indefinite.
<i>Textiles, Clothing, etc.—</i> Clothing factory workers, Montreal, P.Q.	1	35	700	Commenced August 9; for a union agreement providing for increased wages, reduced hours, union shop, etc.; terminated August 31; conciliation, provincial; compromise.
Clothing factory workers, St. Hyacinthe, P.Q.	1	165 ⁽⁹⁾	2,750	Commenced August 12; against refusal to implement Arbitration Board's decision that three union workers, allegedly dismissed for infraction of rules, should be reinstated; untermiated.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During August, 1946—Concluded				
MANUFACTURING— <i>Conc.</i> <i>Textile, clothing, etc.—Conc.</i> Textile factory workers, Lachute Mills, P.Q.	1	540	800	Commenced August 12; against dismissal of a worker for refusal to obey foreman's order; terminated August 14; conciliation, provincial; in favour of employer.
<i>Miscellaneous Wood Products—</i> Planing mill workers, Swastika, Ont.	1	15	30	Commenced August 29; against dismissal of a worker for alleged incompetence; terminated August 31; conciliation, provincial; in favour of workers.
<i>Metal Products—</i> Silverware factory workers, Toronto, Ont.	1	33	210	Commenced August 20; protest against alleged failure to negotiate a union agreement; unternminated.
Steel products factory workers, Lachine, P.Q.	1	250	2,500	Commenced August 20; protest against using steel made in strike-bound Hamilton plant (see strike commencing July 14); unternminated.
Steel products factory workers, Hamilton, Ont.	5	515	2,500	Commenced August 24; protest against bringing in Dominion and Provincial police in connection with steel strike commencing July 14; unternminated (one plant resumed operations August 28).
Foundry workers, London, Ont.	1	21 ⁽¹⁰⁾	35	Commenced August 27; against dismissal of two workers for alleged union activities during working hours; terminated August 28; conciliation, provincial; in favour of workers.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Plastic factory workers, Oshawa, Ont.	1	315	3,250	Commenced August 20; for a new agreement providing for increased wages, reduced hours, union security, two weeks' vacations with pay, etc.; unternminated.
CONSTRUCTION— <i>Highway—</i> Road construction workers, Boularderie Island, Judique, Port Hawkesbury, Port Hastings, N.S.	4	81 ⁽¹¹⁾	420	Commenced August 6; for increased wages; terminated August 17; negotiations; partially successful.
TRANSPORTATION— <i>Water—</i> Freight handlers, North Sydney, N.S.	1	55	50	Commenced August 1; for two weeks' vacations with pay; terminated August 1; negotiations; in favour of workers.
SERVICE— <i>Public Administration—</i> Civic workers, Penticton, B.C.	1	46	460	Commenced August 6; for implementation of unanimous report of Conciliation Board recommending maintenance-of-membership and check-off in new agreement; terminated August 17; negotiations; compromise, maintenance-of-membership incorporated in new agreement.

⁽¹⁾ Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ RWLB—Regional War Labour Board.

⁽⁴⁾ 167 indirectly affected; ⁽⁵⁾ 146 indirectly affected; ⁽⁶⁾ 75 indirectly affected; ⁽⁷⁾ 13 indirectly affected; ⁽⁸⁾ 750 indirectly affected; ⁽⁹⁾ 85 indirectly affected; ⁽¹⁰⁾ 17 indirectly affected; ⁽¹¹⁾ 118 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in June, 1946, was 186, and 23 were still in progress from the previous month, making a total of 209 during the month. There were

51,200 workers involved and a time loss of 224,000 working-days was caused.

Of the 186 stoppages which began during June, 13 arose out of demands for advances in wages; 75 over other wage questions; four on questions as to working hours; 26 on questions respecting the employment of particular classes or persons; 65 on other questions respecting working arrangements; and three were on questions of trade union principle.

New Zealand

For the first three months of 1946, figures show 34 strikes involving 5,992 workers, with a time loss of 10,209 working-days.

United States

Preliminary figures for July, 1946, show 480 strikes and lockouts beginning in the month, in which 185,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,300,000 man-days. Corresponding figures for June, 1946, are 350 strikes and lockouts, involving 150,000 workers, with a time loss of 3,800,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, August, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THERE was a further increase in the cost-of-living index between July 2 and August 1, the composite advancing 0.5 to 125.6. Four groups were higher, foods moving up 0.5 to 144.7 due to higher prices for eggs, meats and butter, which outweighed seasonal declines for fruits and vegetables. The clothing index increased 1.2 points to 127.6 mainly reflecting firmer prices for men's wear while the homefurnishings and services series registered a gain of 1.9 to 127.0 due principally to furniture and chinaware. The miscellaneous items index rose 0.1 to 113.8 during the month while two groups continued unchanged, rentals at 112.6 and fuel and light at 107.2.

Bi-monthly cost-of-living indexes for eight regional cities moved up substantially between

June and August due mainly to higher prices for foods, clothing and homefurnishings and services. In addition, prices for miscellaneous items were higher at certain centres. Halifax, with a gain of 2.6 points to 125.0 registered the sharpest advance followed by the Montreal index up 2.5 points to 128.3. Saint John at 124.6 and Edmonton at 122.5 were each up 2.1 points while the Toronto series rose 1.6 to 123.5; Winnipeg 1.2 to 122.1. Vancouver 1.1 to 123.6 and Saskatoon 0.8 to 126.1.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

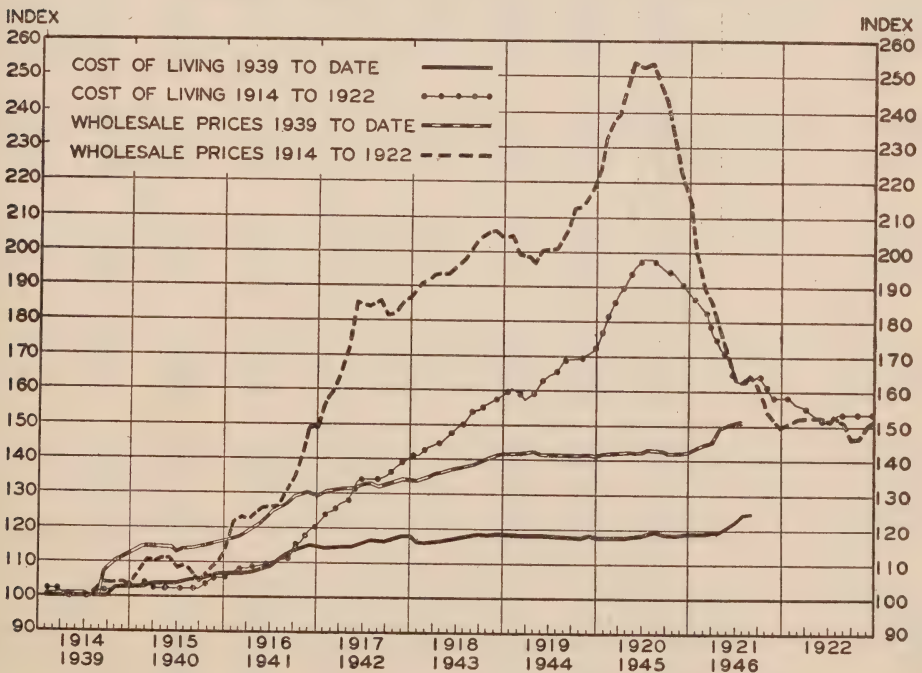


TABLE I
DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.6	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August 1.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1

† Commodities in the cost-of-living excluding rents and services.

commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably

complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1946

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
Halifax.....	125.0	153.7	105.7	107.9	126.4	119.9	113.8
Saint John.....	124.6	143.6	107.8	115.7	127.8	120.8	113.6
Montreal.....	128.3	153.8	108.8	109.7	127.9	126.5	111.2
Toronto.....	123.5	140.9	111.1	116.3	127.3	123.1	113.3
Winnipeg.....	122.1	143.5	104.7	109.0	123.5	122.6	111.8
Saskatoon.....	126.1	148.2	115.1	110.4	124.5	126.2	112.1
Edmonton.....	122.5	148.5	100.7	93.5	129.0	122.9	112.6
Vancouver.....	123.6	145.6	100.5	114.5	129.8	124.9	112.3

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS AUGUST, 1939—AUGUST, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR AUGUST, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	Jan. 1945	Apr. 1945	July 1945	Oct. 1945	Jan. 1946	Apr. 1946	June 1946	July 1946	Aug. 1946	Price Aug. 1946
Beef, sirloin steak.....	lb.	100.0	120.7	153.8	154.1	154.5	154.8	154.8	155.2	156.6	157.7	163.1	45.5
Beef, round steak.....	lb.	100.0	125.7	166.7	167.1	167.5	167.9	167.9	168.4	170.0	170.9	177.2	42.0
Beef, rib roast.....	lb.	100.0	125.5	173.0	173.9	173.9	174.3	175.2	175.2	177.4	178.7	185.7	42.7
Beef, shoulder.....	lb.	100.0	132.7	161.0	161.0	161.6	162.3	162.3	162.3	163.5	164.1	168.6	26.8
Beef, stewing.....	lb.	100.0	136.7	168.3	168.3	168.3	168.3	168.3	169.0	169.8	170.6	173.5	23.7
Veal, forequarter.....	lb.	100.0	139.3	173.4	173.4	173.4	174.6	170.4	174.6	174.6	174.6	174.0	29.4
Lamb, leg roast.....	lb.	100.0	109.9	147.9	148.9	162.0	153.9	152.5	152.8	156.0	167.6	171.1	48.6
Pork, fresh loins.....	lb.	100.0	125.3	141.5	141.5	143.8	143.5	144.2	148.5	160.8	161.5	162.6	44.2
Pork, fresh shoulder.....	lb.	100.0	127.0	142.9	142.3	143.4	142.9	143.4	149.0	163.3	163.8	164.8	31.4
Bacon, side, med., sliced.....	lb.	100.0	132.3	140.9	141.2	141.5	142.2	142.5	146.5	160.9	161.8	162.4	51.8
Lard, pure.....	lb.	100.0	151.3	155.3	156.1	157.0	158.8	160.5	164.0	176.3	177.2	178.1	20.3
Shortening, Vegetable.....	lb.	100.0	134.7	136.8	136.8	137.5	137.5	137.5	138.2	140.3	140.3	140.3	20.2
Eggs, grade "A" fresh.....	doz.	100.0	156.4	146.4	138.5	140.5	173.7	153.6	143.4	144.1	148.4	176.3	54.9
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	96.3	114.7	114.7	114.7	12.5
Butter, creamery, prints.....	lb.	100.0	140.5	146.2	146.2	143.6	144.7	148.7	158.2	161.5	161.2	164.1	44.8
Cheese, Canadian, mild.....	lb.	100.0	174.6	164.9	164.4	164.4	164.9	165.9	166.3	168.3	167.8	168.3	35.0
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rollod oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	7.2
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½ s.....	tin	100.0	129.9	137.7	136.8	136.8	137.7	137.7	137.7	138.7	138.7	139.6	14.8
Peas, canned, 2 s.....	tin	100.0	117.5	122.5	122.5	121.7	121.7	121.7	121.7	121.7	121.7	124.2	14.9
Corn, canned, 2 s.....	tin	100.0	128.3	133.6	132.7	132.7	132.7	131.9	132.7	132.7	133.6	133.6	15.1
Beans, dry.....	lb.	100.0	129.4	133.3	133.3	133.3	133.3	135.3	135.3	137.3	137.3	137.3	7.0
Onions.....	lb.	100.0	108.2	112.2	108.2	140.8	128.6	130.6	144.9	163.3	165.3	158.1	7.5
Potatoes.....	15 lb.	100.0	89.9	126.8	141.2	204.9	148.5	151.5	158.2	184.8	210.7	180.8	59.3
Prunes, medium.....	lb.	100.0	115.8	122.8	121.1	120.2	120.2	122.8	136.0	137.7	139.5	142.1	16.2
Raisins, seedless, bulk.....	lb.	100.0	104.0	102.6	106.6	108.6	108.6	108.6	123.8	129.1	127.8	126.5	19.1
Oranges, medium size.....	doz.	100.0	132.5	142.7	147.1	153.6	156.0	154.3	146.4	161.1	160.4	151.9	44.5
Lemons, medium size.....	doz.	100.0	111.3	145.5	140.9	145.2	147.1	156.0	146.2	145.5	145.5	144.3	46.9
Jam, strawberry, 16 oz.....	jar.	100.0	111.3	114.5	115.1	114.5	115.1	115.1	118.7	125.4	126.6	132.1	21.7
Peaches, 20 oz.....	tin.	100.0	101.5	104.6	104.1	105.1	105.6	105.1	105.6	106.6	106.6	107.1	21.1
Marmalade, orange, 16 oz.....	jar	100.0	118.3	129.6	129.6	128.9	128.9	128.9	130.3	131.8	131.8	132.6	18.0
Corn syrup, 2 lb.....	tin	100.0	138.0	155.3	158.8	158.2	157.7	157.7	157.7	159.4	164.7	168.8	28.9
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.1	131.4	131.7	131.7	131.7	132.0	132.5	132.8	44.9
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to August 1946 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade 'A', large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, (c)			Fresh loins, centre cut, per lb.	Fresh shoulder, hock-off, per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.																				
1—Charlottetown.....	45-2	43-0	38-7	27-9	24-3	...	48-2	43-0	34-2	49-8	21-1	20-8	55-5	11-0	45-3	35-1	7-3	4-6	6-8	10-0
Nova Scotia—																				
2—Halifax.....	48-0	44-4	42-2	28-0	24-1	24-3	50-9	46-7	32-3	54-2	21-2	20-5	58-8	13-0	46-8	36-8	8-0	4-5	8-5	9-9
	48-6	45-0	43-7	28-7	24-6	...	52-3	46-7	32-8	53-2	21-5	20-3	55-9	12-0	46-9	36-6	7-3	4-8	7-6	10-0
3—New Glasgow.....																				
4—Sydney.....	49-3	44-4	36-5	29-5	24-4	...	50-8	46-0	...	53-0	21-0	20-0	58-9	14-0	46-6	37-6	7-3	4-6	7-7	9-9
5—Truro.....	48-2	44-0	41-8	28-9	25-2	32-0	53-0	45-0	34-7	53-0	...	20-5	58-6	12-0	46-6	...	6-7	4-9	7-8	9-9
New Brunswick—																				
6—Fredericton.....	47-6	43-6	46-7	28-0	24-7	29-7	51-2	43-4	31-7	53-3	20-8	19-9	56-3	12-0	46-4	34-7	7-3	4-8	6-4	9-4
7—Moncton.....	47-8	44-1	46-2	27-8	24-7	30-0	50-8	46-4	32-0	54-1	20-5	20-4	58-1	12-0	46-0	35-5	8-0	4-5	7-9	10-0
8—Saint John.....	46-9	44-6	41-3	27-1	24-0	29-6	49-3	47-7	32-6	51-0	20-5	19-9	58-3	13-0	46-7	34-6	7-3	4-2	7-1	9-7
Quebec—																				
9—Chicoutimi.....	45-6	42-6	42-8	27-4	22-6	...	...	42-6	33-3	54-5	22-1	22-5	57-4	12-0	45-5	33-8	6-7	4-3	...	9-9
10—Hull.....	43-1	40-4	40-1	27-7	22-6	30-1	45-4	44-0	31-9	52-5	20-1	19-7	57-4	12-0	43-9	31-3	5-3	3-8	7-6	9-4
11—Montreal.....	44-0	41-1	44-2	25-5	24-2	29-9	47-1	44-0	32-0	53-3	19-8	19-8	58-4	12-5	45-1	35-0	6-0	3-7	6-8	9-2
12—Quebec.....	45-2	41-7	43-2	27-7	22-5	29-7	48-2	41-0	31-9	51-7	20-5	20-4	57-0	12-0	45-4	35-0	5-5	3-6	8-0	9-6
13—St. Hyacinthe.....	41-3	37-1	39-2	26-6	21-7	31-7	43-3	41-0	30-9	50-8	20-5	19-7	56-1	11-0	44-1	33-3	5-3	4-1	8-0	9-8
14—St. Johns.....	46-0	41-7	44-0	29-3	...	...	...	...	...	55-8	20-5	20-6	55-3	11-0	45-1	35-3	5-3	4-1	8-0	9-7
15—Sherbrooke.....	45-6	40-9	41-8	27-6	21-7	33-3	47-7	42-8	30-1	49-8	20-3	19-9	56-6	12-0	44-4	35-8	5-3	4-2	7-9	9-8
16—Sorel.....	43-4	39-6	42-3	26-1	22-8	...	...	39-5	30-0	52-2	21-0	20-5	56-7	11-0	44-9	33-0	5-3	4-1	8-1	10-0
17—Thetford Mines.....	37-0	38-6	...	26-6	21-5	...	...	39-4	30-6	45-6	...	19-9	53-3	11-0	44-4	33-7	5-3	4-0	7-2	9-6
18—Three Rivers.....	42-0	40-4	38-5	28-3	24-0	30-7	...	38-4	30-6	53-1	21-0	19-6	56-4	12-0	44-5	34-6	6-0	3-9	7-7	9-6
Ontario—																				
19—Bellefonte.....	47-0	42-6	44-2	26-6	23-7	27-7	49-5	46-2	31-4	52-3	20-4	19-6	54-0	12-0	45-2	32-5	6-7	4-2	7-2	8-6
20—Brantford.....	46-6	43-7	43-9	27-9	24-0	30-8	50-7	46-0	31-4	53-2	20-3	19-9	55-8	12-0	45-3	35-6	6-7	4-2	7-4	9-1
21—Brockville.....	47-6	44-1	46-6	27-7	23-9	...	49-8	43-3	31-1	55-0	20-3	19-3	55-8	12-0	44-2	32-4	6-3	4-0	7-8	8-9
22—Chatham.....	45-7	41-8	43-2	26-7	25-4	...	48-8	46-3	33-0	52-2	20-4	20-1	53-7	12-0	44-5	35-6	5-3	4-1	6-5	8-7
23—Cornwall.....	47-9	44-7	45-6	28-1	27-3	...	49-0	44-9	32-6	52-2	20-8	19-7	56-0	12-0	45-1	32-9	6-0	3-9	7-1	9-1
24—Fort William.....	44-4	41-4	42-5	25-6	23-7	29-3	50-5	44-0	...	49-8	19-5	19-4	56-3	13-0	44-8	...	6-0	3-9	6-7	8-8
25—Galt.....	47-0	42-8	44-0	26-2	23-5	30-0	50-7	45-7	30-3	54-5	20-7	19-7	54-7	12-0	45-1	36-8	6-7	4-0	7-2	8-8
26—Guelph.....	46-2	42-8	42-8	27-3	24-8	33-2	50-4	46-7	32-7	51-7	20-7	19-9	54-6	12-0	45-4	35-7	6-0	4-1	7-3	8-7
27—Hamilton.....	46-0	42-8	44-2	27-1	24-2	30-2	50-2	46-0	31-5	53-1	20-3	19-3	55-9	13-0	45-6	37-2	6-0	4-2	7-4	8-8
28—Kingston.....	46-6	43-0	44-9	27-4	24-1	...	48-7	44-6	31-1	52-8	20-4	19-4	55-8	12-0	44-6	33-4	6-0	4-3	7-6	9-2
29—Kitchener.....	45-1	42-6	44-2	26-7	23-8	30-4	49-3	45-4	31-8	52-4	20-4	20-0	53-6	12-0	45-2	34-7	6-7	4-0	7-3	8-9
30—London.....	46-5	43-0	43-4	27-3	24-3	30-2	48-2	45-3	30-5	52-0	20-4	19-7	54-1	12-0	45-5	34-1	6-0	4-0	7-3	8-8
31—Niagara Falls.....	46-3	42-4	44-6	26-7	23-1	...	49-7	44-7	31-9	52-4	20-7	19-6	55-9	12-5	45-0	...	6-0	4-0	6-4	8-9
32—North Bay.....	44-7	41-7	44-0	26-2	24-8	31-0	50-0	...	...	51-0	21-0	19-8	59-0	13-0	45-1	...	6-7	4-2	8-0	9-7
33—Oshawa.....	45-3	43-0	45-2	27-4	23-7	31-0	51-0	46-5	30-5	52-3	20-8	19-5	55-3	12-0	45-4	34-0	6-0	4-0	7-3	9-0
34—Ottawa.....	46-6	43-1	44-2	27-1	24-3	30-3	50-1	44-2	31-1	53-5	20-4	19-4	57-4	12-0	44-3	31-9	6-7	3-8	7-5	8-8

COAL AND RENTALS IN CANADA, AUGUST, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15.2	15.5	15.9	6.6	8.6	74.5	15.7	21.1	47.7	65.4	42.8	...	38.6	31.3	8.6	8.1	54.1	38.0	...	11.90	24.00-28.00(b)	1
16.1	14.8	15.2	7.0	7.6	61.1	16.2	19.0	48.8	55.0	47.3	...	39.7	33.7	8.6	8.4	50.2	38.0	...	12.63	27.50-31.50	2
.....	14.9	15.1	7.2	8.1	65.6	16.2	19.3	45.3	53.9	45.7	...	38.0	31.9	8.2	8.2	52.6	38.0	...	...	16.00-20.00	3
.....	15.7	15.4	6.9	7.8	69.6	17.6	20.2	50.3	57.4	45.9	...	39.3	31.3	8.6	8.5	50.2	37.8	...	7.08	18.00-22.00(b)	4
14.7	14.8	15.0	6.9	8.1	68.8	18.2	19.5	49.1	60.5	41.8	21.0	38.2	33.4	8.7	8.7	50.3	38.0	...	11.75	26.50-30.50	5
.....	15.1	.....	6.9	8.0	70.4	16.2	19.7	48.7	55.7	...	21.0	39.5	.....	8.5	8.3	51.1	37.9	...	12.41	21.00-25.00(b)	6
15.0	15.0	14.8	6.9	7.6	65.0	16.5	19.5	48.1	55.7	...	21.0	38.9	31.3	9.0	8.9	50.8	38.0	...	11.91	26.00-30.00(b)	7
16.7	14.9	14.9	6.9	7.1	57.4	16.3	18.3	48.9	55.2	44.0	20.3	37.3	30.9	8.5	8.3	48.2	38.0	...	13.03	20.50-24.50(b)	8
.....	14.9	15.0	7.0	8.7	71.6	15.7	19.0	48.9	55.0	45.8	...	39.0	30.7	8.6	8.2	53.4	40.0	18.00	.....	.....	9
14.1	14.6	15.0	7.4	7.3	59.8	14.1	17.8	39.1	43.5	39.5	...	35.7	29.2	8.3	8.1	45.4	38.9	16.75	.....	15.50-19.50	10
13.9	14.2	14.3	7.1	7.8	57.2	15.7	19.3	40.7	39.8	41.5	...	36.1	29.7	8.0	8.0	47.0	39.5	16.75	.....	23.00-27.00(b)	11
14.5	14.8	14.8	7.2	8.0	60.5	16.0	19.7	45.3	48.5	42.7	...	37.5	30.6	8.1	7.9	44.0	39.9	16.00	.....	27.50-31.50(b)	12
14.3	14.7	15.2	7.9	8.9	62.2	15.2	17.8	47.0	45.6	46.8	22.3	37.1	30.4	8.0	7.8	42.9	40.1	15.75	.....	16.00-20.00(b)	13
14.0	15.0	15.0	6.5	8.4	56.6	15.6	19.3	47.3	49.0	43.3	...	38.5	.....	8.0	7.9	42.3	40.0	15.50	.....	.....	14
14.2	14.6	15.0	6.6	7.7	61.0	15.4	20.0	44.3	44.6	45.3	21.3	39.0	30.3	8.0	8.0	41.6	39.5	17.50	.....	20.00-24.00(b)	15
14.4	14.5	15.3	7.9	8.4	71.1	16.2	19.7	44.0	52.0	42.8	...	38.5	30.0	7.9	7.7	48.2	39.4	16.25	.....	.....	16
14.4	14.9	16.1	7.1	8.3	65.4	17.1	19.3	46.3	47.6	42.4	...	38.5	29.6	8.1	7.6	47.8	39.3	19.00	.....	14.00-18.00(b)	17
14.5	14.7	14.7	7.0	8.4	59.9	15.5	20.4	42.7	48.9	42.2	...	37.6	.....	8.4	8.0	47.3	40.0	16.00	.....	20.00-24.00(b)	18
13.0	13.9	.....	6.4	6.8	57.0	16.2	18.7	41.7	46.2	.....	...	34.6	29.8	8.4	8.3	44.7	39.0	16.00	.....	.....	19
14.1	15.0	15.0	7.0	6.7	55.7	16.9	18.3	44.5	46.7	39.3	...	34.3	29.1	8.3	8.3	45.9	39.2	16.00	.....	22.00-26.00	20
14.2	14.2	14.8	6.4	7.5	63.2	16.9	19.3	42.1	47.9	39.8	...	36.2	29.6	8.3	8.1	44.8	38.4	16.00	.....	20.00-24.00	21
.....	15.3	.....	5.9	7.0	52.1	17.0	19.3	38.9	41.7	43.0	...	34.6	30.0	8.5	8.5	41.9	38.2	16.00	.....	21.50-25.50	22
.....	14.7	15.0	6.5	7.9	63.7	15.7	20.0	41.0	41.9	.....	...	34.8	30.0	8.1	8.1	45.6	38.6	16.50	.....	23.00-27.00(b)	23
14.3	14.5	14.5	6.5	7.4	69.5	15.6	19.0	45.9	48.6	43.0	20.3	36.4	26.2	8.7	8.6	41.5	38.1	16.80	.....	25.50-29.50	24
.....	15.4	14.3	6.7	7.1	57.9	16.0	18.0	42.0	47.4	43.0	...	33.8	28.7	8.5	8.3	44.3	39.5	16.00	.....	22.00-26.00	25
.....	15.5	.....	6.5	7.2	58.0	16.7	17.2	41.7	43.9	40.8	...	34.6	27.9	8.5	8.4	44.1	38.6	16.00	.....	22.50-26.50	26
13.7	14.5	14.3	6.3	7.1	54.0	17.4	17.7	44.8	44.3	42.4	19.0	34.1	28.7	8.1	8.1	42.6	39.4	15.50	.....	26.50-30.50	27
14.0	14.6	14.6	6.8	7.1	59.5	17.2	17.4	45.0	44.2	43.0	...	35.9	29.0	8.0	7.9	43.7	38.9	16.00	.....	29.50-33.50	28
14.3	14.7	14.7	6.8	7.0	54.7	15.9	17.9	42.4	45.4	42.1	20.6	34.6	28.8	8.6	8.4	41.7	39.4	16.00	.....	27.50-31.50	29
14.7	15.1	15.0	6.6	7.0	54.3	16.2	18.2	46.0	44.4	42.4	21.0	33.9	28.3	8.6	8.4	44.1	39.2	16.50	.....	26.50-30.50	30
.....	13.3	.....	6.1	6.3	52.0	16.7	17.1	43.9	44.6	.....	...	34.5	27.1	8.5	8.6	44.3	39.4	14.63	.....	25.00-29.00	31
.....	14.8	.....	6.5	7.5	61.4	16.6	18.3	47.1	47.9	.....	...	36.8	.....	9.0	8.9	50.6	39.6	17.25	.....	23.00-27.00	32
.....	13.9	.....	7.2	7.0	52.5	16.9	17.7	42.9	46.1	.....	...	35.8	28.0	8.5	8.2	46.5	39.5	16.00	.....	25.50-29.50	33
14.3	14.6	14.6	6.9	7.7	59.6	16.8	19.4	46.0	44.9	42.1	...	37.5	29.8	8.3	8.0	43.9	38.9	16.75	.....	31.00-35.00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef						Lamb, leg roast, per lb.	Pork			Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package per lb.	Corn flakes, 8 oz. package.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	(c) Veal, front roll (boneless), per lb.		Fresh loins, centre cut, (chops or roast) per lb.	(c) Fresh shoulder, hock-off, per lb.	(c) Bacon, side, fancy, sliced, rind-on, per lb.										
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	45-0	41-9	43-7	26-3	23-5	.....	.....	45-8	31-6	52-7	20-5	19-7	54-2	12-0	44-7	34-0	6-0	4-2	6-8	9-1
36—Peterborough.....	47-5	44-3	45-2	27-8	25-0	32-6	50-7	45-2	30-7	51-4	20-6	19-5	53-9	12-0	45-1	35-4	6-0	4-3	7-6	8-5
37—Port Arthur.....	45-6	41-7	42-9	25-8	23-7	29-0	49-1	46-1	33-0	53-4	19-4	19-3	56-2	13-0	44-8	.....	6-3	4-1	6-3	8-9
38—St. Catharines.....	46-1	42-3	43-7	27-3	24-5	30-8	49-4	46-3	31-8	51-0	20-8	19-5	56-7	12-5	45-4	36-4	6-0	4-1	7-0	8-8
39—St. Thomas.....	46-0	42-5	43-7	27-2	24-0	30-6	49-3	45-3	31-9	52-1	20-8	20-2	53-9	12-0	45-6	34-6	6-0	4-2	7-6	9-2
40—Sarnia.....	46-4	43-6	43-7	28-9	24-4	33-3	49-6	46-3	31-6	51-4	20-5	20-5	55-0	12-0	45-7	34-7	6-0	4-0	7-2	9-2
41—Sault Ste. Marie.....	46-0	42-0	42-3	27-2	25-5	.....	45-3	43-0	30-0	50-3	19-8	19-4	58-3	13-0	44-7	34-4	6-7	4-0	7-2	8-8
42—Stratford.....	44-5	41-7	42-7	26-6	23-6	.....	49-0	44-8	28-7	52-1	20-5	20-5	52-9	12-0	45-0	36-6	5-3	3-9	7-5	9-1
43—Sudbury.....	44-4	41-1	41-1	26-3	24-1	28-3	46-6	42-8	32-7	49-7	20-6	20-1	58-4	13-0	44-4	35-0	6-7	4-1	7-4	8-9
44—Timmins.....	47-4	42-8	45-3	27-4	23-8	29-6	50-2	43-8	30-7	51-2	20-8	19-9	58-3	14-0	44-6	35-7	6-7	4-2	7-6	9-5
45—Toronto.....	46-7	43-0	44-7	27-9	23-6	30-5	49-5	46-4	30-3	53-1	19-8	19-4	56-8	13-0	45-0	38-1	6-7	4-2	7-1	8-6
46—Welland.....	44-9	41-7	42-4	26-3	23-3	29-6	.....	44-1	32-1	52-1	20-9	20-1	55-6	13-0	45-4	36-6	6-7	4-1	7-1	8-9
47—Windsor.....	46-3	42-2	44-6	26-9	23-9	.....	50-1	46-8	32-2	51-9	20-3	19-7	55-9	13-0	44-8	36-1	6-0	4-1	7-1	8-8
48—Woodstock.....	46-7	43-3	45-3	29-3	25-3	.....	.....	45-7	34-0	50-6	20-5	19-7	54-4	12-0	44-9	33-3	6-0	3-8	6-9	8-8
Manitoba—																				
49—Brandon.....	43-8	40-3	41-3	24-4	23-0	.....	48-3	45-0	33-0	50-0	18-9	21-2	50-5	12-0	42-8	.....	7-1	3-8	5-5	9-0
50—Winnipeg.....	43-9	39-0	37-1	24-6	22-0	27-5	46-9	43-5	32-6	50-2	18-6	19-8	53-6	12-0	42-3	.....	8-0	3-6	6-4	8-7
Saskatchewan—																				
51—Moose Jaw.....	42-7	38-7	38-6	24-5	21-3	.....	45-7	38-3	29-0	50-5	18-2	21-6	47-3	13-0	42-1	.....	7-2	3-8	6-5	8-8
52—Prince Albert.....	40-0	37-3	37-7	23-5	21-0	26-0	40-0	38-0	.....	49-2	19-0	21-1	46-0	12-0	43-2	34-0	6-0	4-1	6-4	8-7
53—Regina.....	43-4	39-5	39-8	24-4	22-4	25-9	46-5	41-3	28-3	49-9	18-7	21-9	51-5	12-0	42-5	.....	6-8	3-9	5-6	9-1
54—Saskatoon.....	42-6	39-5	37-3	24-4	21-2	28-0	44-9	41-7	27-3	49-7	18-3	20-7	49-8	12-0	42-1	.....	7-2	3-7	6-1	8-9
Alberta—																				
55—Calgary.....	44-9	40-4	40-2	24-9	22-1	27-5	45-2	.....	.....	50-8	18-6	20-5	53-0	12-0	43-1	36-1	7-2	3-8	5-7	8-7
56—Drumheller.....	43-8	40-2	.....	24-6	21-7	24-0	.....	.....	.....	49-7	19-4	22-0	49-8	12-0	44-7	.....	8-0	4-4	7-2	9-0
57—Edmonton.....	44-7	40-1	41-0	24-6	22-6	26-2	44-5	41-3	26-7	50-4	18-6	21-0	51-0	12-0	43-1	35-8	7-2	3-8	6-3	8-7
58—Lethbridge.....	43-4	39-6	37-8	24-4	21-5	25-5	44-0	43-2	29-0	49-1	19-0	21-7	51-9	12-0	43-1	.....	8-0	3-9	5-9	8-7
British Columbia—																				
59—Nanaimo.....	49-2	44-2	45-2	28-0	24-6	.....	50-5	46-7	30-7	50-3	21-0	21-0	49-8	14-0	45-2	.....	9-0	4-3	7-3	9-4
60—New Westminster.....	46-6	42-3	42-4	25-9	23-5	29-5	47-0	45-5	32-2	51-6	20-2	20-3	49-8	12-0	44-9	35-6	8-5	4-1	7-3	9-2
61—Prince Rupert.....	45-2	42-4	47-3	25-5	24-0	27-7	48-5	.....	.....	53-0	20-4	21-7	56-6	17-0	45-0	.....	10-0	4-9	8-3	9-7
62—Trail.....	46-5	42-3	44-6	25-8	24-8	29-0	48-3	44-0	.....	52-2	20-1	22-8	54-8	15-0	45-0	.....	9-0	4-0	7-2	9-3
63—Vancouver.....	47-3	43-0	42-6	26-9	24-2	28-7	49-7	45-7	32-4	52-2	20-4	20-2	50-5	12-0	44-6	35-8	9-6	4-1	7-0	8-9
64—Victoria.....	47-3	43-4	44-9	26-7	24-1	29-7	49-4	46-5	32-6	53-1	21-1	21-3	52-0	13-0	44-8	37-1	9-0	4-3	7-3	9-0

COAL AND RENTALS IN CANADA, AUGUST, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
.....	15-0	.....	6-9	7-5	58-9	15-1	18-3	46-9	48-5	.....	.....	35-7	29-6	8-6	8-5	47-8	39-2	16-50	.....	16-00-20-00 35
13-0	14-3	14-7	6-5	7-8	56-2	16-6	19-9	43-7	43-5	42-6	.....	37-0	29-4	8-7	8-6	43-2	39-1	16-75	.....	24-00-28-00 36
14-7	14-7	14-5	6-3	7-7	67-2	15-6	18-9	42-3	46-6	43-6	21-0	37-7	26-7	8-6	8-5	42-6	38-4	16-80	.....	23-00-27-00 37
13-4	14-2	14-3	6-5	7-0	52-5	16-5	18-9	42-8	46-3	41-2	.....	33-6	27-3	8-5	8-2	43-8	39-5	15-75	.....	27-00-31-00 38
14-1	15-4	14-7	6-6	7-9	53-3	16-1	18-3	42-5	46-2	.....	.....	35-8	26-6	8-7	8-6	46-0	40-0	16-00	.....	21-00-25-00 39
.....	16-0	.....	7-1	7-2	55-2	16-6	17-7	42-0	45-0	.....	.....	35-6	28-6	8-8	8-7	44-9	39-3	16-50	.....	..... 40
.....	14-9	.....	6-2	7-3	56-7	16-2	18-3	42-8	46-5	42-7	.....	36-1	27-0	8-5	8-5	42-0	39-0	17-00	.....	23-00-27-00 41
.....	14-7	.....	6-4	7-6	50-9	17-6	19-3	41-9	46-9	44-2	.....	34-3	31-0	8-8	8-6	45-7	38-7	16-00	.....	21-50-25-50 42
14-5	14-9	15-0	6-6	7-6	59-4	17-1	20-1	42-1	50-1	44-0	.....	35-7	30-8	8-8	8-5	44-9	38-7	17-75	.....	28-00-32-00 43
15-0	15-3	15-3	6-3	7-3	67-3	17-7	19-7	45-1	47-5	46-5	.....	35-8	33-0	8-8	8-9	42-2	39-2	19-50	.....	27-50-31-50 44
13-7	14-0	14-2	6-3	6-7	55-5	16-6	18-5	42-7	43-8	42-2	20-7	35-1	28-9	8-2	8-0	44-9	38-7	15-50	.....	32-50-36-50 45
.....	14-1	14-3	7-0	6-3	53-9	.....	18-2	41-8	44-5	.....	.....	35-5	27-3	8-3	8-3	41-1	39-1	15-50	.....	..... 46
13-7	15-1	14-9	6-5	6-6	51-0	16-1	17-0	43-5	42-5	.....	.....	33-7	27-7	8-2	8-0	43-4	38-7	16-00	.....	25-00-29-00 47
14-3	14-3	.....	6-6	6-4	49-9	17-2	17-3	43-0	47-7	.....	.....	34-6	28-7	8-6	8-5	45-3	39-2	16-00	.....	22-50-26-50 48
15-8	15-2	16-0	7-0	7-3	60-6	16-2	18-7	43-5	43-9	44-6	22-0	38-8	25-0	9-2	9-0	46-2	38-0	.....	8-45	21-00-25-00 49
15-5	15-8	15-5	7-4	7-2	54-0	15-7	19-0	48-2	40-3	42-7	22-1	37-7	25-6	9-0	9-0	37-4	37-9	.....	12-95	26-00-30-00 50
16-5	15-6	15-7	7-1	7-0	60-0	16-1	19-8	45-7	41-5	43-7	22-0	37-3	28-3	9-7	9-7	44-0	37-8	.....	10-30	22-50-26-50 51
17-0	16-1	16-6	7-5	8-5	74-1	16-7	20-3	45-5	49-2	40-8	23-1	38-6	29-2	9-9	9-6	42-6	38-1	.....	10-50	19-50-23-50 52
16-6	15-5	15-3	7-3	8-2	60-3	16-6	20-1	44-6	40-1	42-7	21-7	37-8	28-3	9-3	9-7	43-9	38-0	.....	11-50	28-50-32-50 53
17-3	16-4	16-8	7-7	7-8	59-4	17-0	20-8	48-1	50-1	46-0	22-3	36-9	28-4	9-7	9-9	45-0	37-8	.....	10-10	22-50-26-50 54
14-8	14-4	15-5	7-4	7-2	52-0	16-5	19-9	44-6	48-3	43-5	20-3	34-1	29-4	9-0	9-5	41-7	37-7	.....	8-25	26-00-30-00 55
.....	15-9	16-3	7-9	7-7	61-9	15-7	21-6	42-4	48-4	44-2	22-7	35-7	30-4	9-6	9-7	42-7	38-0	.....	.....	21-00-25-00 56
15-5	15-3	15-7	7-6	7-9	59-0	16-6	19-1	48-1	43-9	46-6	21-1	35-5	27-9	9-2	9-3	43-6	37-4	.....	5-40	24-50-28-50 57
.....	14-9	15-0	7-5	7-6	50-2	15-1	20-0	49-0	44-7	43-3	20-9	34-0	27-7	9-3	9-4	44-6	38-5	.....	4-90	22-00-26-00 58
.....	14-7	.....	8-3	8-2	59-0	15-1	.....	35-9	38-9	.....	20-3	32-0	25-7	8-9	8-9	40-6	38-5	.....	.....	17-00-21-00 59
14-9	14-8	15-0	7-8	6-6	50-6	13-4	19-2	40-6	37-2	45-0	20-1	32-7	25-9	8-1	8-0	37-7	37-9	.....	13-00	20-50-24-50 60
16-4	16-0	16-7	8-1	8-3	68-7	14-7	19-4	49-3	47-3	45-5	21-1	34-5	28-1	8-9	8-7	44-1	38-3	.....	13-65	20-00-24-00 61
.....	15-3	16-0	8-7	7-2	56-3	15-1	21-7	46-1	50-7	.....	21-6	34-2	27-7	8-9	8-8	40-6	37-7	.....	10-75	23-00-27-00 62
15-3	14-1	.....	7-2	7-4	44-6	14-3	19-9	43-0	37-0	52-9	19-7	30-7	25-6	8-0	8-1	40-1	37-8	.....	13-05	23-50-27-50 63
15-8	14-9	15-5	8-1	7-4	51-3	14-0	19-7	43-0	38-0	41-9	20-1	32-1	25-4	8-9	8-4	44-5	38-4	.....	13-30	21-00-25-00 64

(a) The basis of these figures is the record of rents collected in the 1941 Census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) New descriptions.

of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941

census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index, excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

TABLE V--INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	July 1926	July 1929	July 1933	July 1941	July 1942	July 1943	July 1944	July 1945	June 1946	July 1946
All commodities.....	64.0	127.4	155.9	97.3	100.1	97.2	70.5	91.2	96.1	100.1	102.5	104.6	109.1	109.5
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	100.8	96.9	69.7	78.5	86.1	92.4	95.1	100.2	98.7	99.2
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	99.1	108.5	59.4	93.5	101.1	107.6	105.9	108.2	114.2	115.7
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.1	91.5	70.6	92.5	91.9	91.9	91.7	91.9	98.2	98.2
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.6	93.9	62.6	97.1	101.5	108.0	118.1	120.5	131.1	130.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.5	93.8	85.5	112.6	115.8	115.7	117.0	117.1	128.4	128.3
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	98.5	69.9	77.6	77.8	79.7	79.7	78.9	86.9	89.3
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.1	93.4	82.9	96.3	99.2	100.5	102.3	101.1	102.7	102.6
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.4	95.8	81.1	100.2	102.2	100.6	100.1	99.2	94.5	94.4
Classified according to purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	99.3	94.7	72.2	92.4	96.4	97.4	97.4	99.2	101.3	102.0
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	98.9	99.7	67.7	91.6	100.3	103.5	101.2	106.3	108.1	109.8
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	99.5	91.3	75.2	92.4	93.8	93.4	94.8	94.4	96.8	96.8
II. Producers' Goods.....	67.7	133.3	164.8	98.8	101.3	100.6	69.2	84.5	88.0	95.3	99.9	100.9	106.2	106.0
Producers' Equipment.....	55.1	81.9	108.6	104.1	96.8	94.9	84.8	106.7	110.0	114.2	118.5	117.5	120.3	120.3
Producers' Materials.....	69.1	139.0	171.0	98.2	101.8	101.3	67.5	82.0	85.6	93.2	97.8	99.1	104.6	104.4
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	98.9	80.8	109.9	114.5	119.6	127.4	127.0	134.2	133.5
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	102.2	101.8	65.2	77.3	80.7	88.7	92.8	94.4	99.6	99.5
Classified according to origin—														
I. Farm—														
A Field.....	59.2	134.7	176.4	91.2	100.2	94.8	68.7	77.5	82.3	88.0	90.5	93.6	93.9	94.2
B Animal.....	70.1	129.0	146.0	95.9	98.3	104.4	61.0	92.6	97.5	101.4	100.2	101.8	106.9	107.6
Farm (Canadian).....	64.1	132.6	160.6	88.0	100.8	107.6	60.1	71.7	81.1	96.4	102.0	108.0	112.7	113.8
II. Marine.....	65.9	111.6	114.1	91.7	100.5	103.3	61.7	82.1	111.4	130.3	129.8	131.4	138.7	144.4
III. Forest.....	80.1	89.7	151.3	106.8	100.5	93.8	62.8	96.7	101.0	107.5	117.3	119.8	130.2	129.5
IV. Mineral.....	67.9	115.2	134.6	106.4	99.8	93.3	80.5	96.3	98.3	99.3	100.5	99.6	103.8	104.2
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	99.8	101.6	62.9	82.5	90.7	100.0	103.9	107.4	109.7	110.2
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	99.7	93.1	72.4	90.4	91.8	92.8	93.4	94.0	98.5	98.8

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910-1930	1938-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914								
1913.....	64.0	(a) 78.1	69.8	(b) 70.7	.....	(g) 100	(g) 100	(h) 100	1125	.....	814	(d) 1150	748	628
1914.....	65.5	79.7	68.1	71.8	.....	.....	.....	.....	1090	.....	855	.....	805	676
1915.....	70.4	80.7	69.5	72.5	.....	123	123	.....	1204	.....	885	.....	882	724
1916.....	84.3	87.0	85.5	77.9	.....	146	146	.....	1379	.....	908	.....	1024	786
1917.....	114.3	102.4	117.5	91.6	.....	176	176	.....	1583	.....	996	.....	1225	850
1918.....	127.4	115.6	131.3	107.5	.....	203	203	204	1723	1064	1177	.....	1282	912
1919.....	134.0	128.8	138.6	123.8	.....	215	215	224	1854	1468	1356	.....	1356	1019
1920.....	155.9	145.4	154.4	143.0	.....	249	249	224	2512	1468	1320	.....	1428	1034
1921.....	97.6	120.4	96.7	127.7	.....	226	226	200	1805	1350	1194	.....	1194	952
1922.....	97.3	120.4	96.7	119.7	.....	226	226	164	1445	1101	1194	.....	1053	1010
1926.....	100.0	121.8	100.0	126.4	.....	172	172	162	1387	1069	1006	.....	994	1006
1928.....	96.4	120.5	96.7	122.6	.....	166	166	161	1358	1006	1006	.....	988	1004
1929.....	95.6	121.7	95.3	122.5	.....	164	164	158	1305	1006	1006	.....	983	981
1930.....	86.6	120.8	86.4	119.4	.....	157	157	131	1155	1006	1006	.....	904	795
1933.....	87.1	94.4	85.9	140	100.0	140	140	137	1047	982	.....	.....	963	981
1938.....	78.6	102.2	78.6	100.8	.....	156	156	137	1174	1002	1005	.....	904	795
1939.....	75.4	101.5	77.1	99.4	.....	158	158	138	1146	999	1005	.....	891	891
1940.....	82.9	105.6	78.6	100.2	.....	184	184	151	1273	1034	1047	.....	890	890
1941.....	90.0	111.7	87.3	105.2	.....	190	190	174	1398	1082	1140	.....	1103	1073
1942.....	95.7	117.0	98.8	116.5	.....	200	200	183.5	1569	1173	1242	.....	1416	1109
1943.....	100.0	118.4	103.1	123.6	.....	199	199	203	1706	1082	1373	.....	1513	1092
1944.....	102.5	118.9	104.0	125.5	.....	201	201	218.2	1766	1288	1368	.....	1553	1002
(i) 1945.....	103.6	119.5	105.8	128.4	.....	203	203	222.6	1288	1288	1405	.....	1584	1004
June.....	104.0	119.6	106.1	129.0	.....	204	204	221.7	1792	1322	1417	.....	1583	1005
July.....	104.6	120.6	105.9	129.4	.....	207	207	222.1	1797	1329	1417	.....	1587	1005
August.....	104.0	120.5	105.7	129.3	.....	205	205	223.0	1807	1318	1418	.....	1591	1005
September.....	103.3	119.7	105.2	128.9	.....	203	203	222.1	1808	1319	1415	.....	1592	1001
October.....	103.6	119.9	105.9	128.9	.....	203	203	219.7	1807	1324	1411	.....	1594	1004
November.....	103.9	119.9	106.8	129.3	.....	203	203	218.5	1807	1323	1400	.....	1605	1003
December.....	103.9	120.1	107.1	129.9	(i) 169.3	203	203	219.7	1803	1323	1400	.....	1613	1003
1946.....	104.6	119.9	107.1	129.9	(j) 171.9	203	203	215.2	1789	1328	1403	.....	1603	1003
January.....	105.2	119.9	108.7	129.6	(j) 171.9	203	203	215.2	179.7	1328	1403	.....	1603	1003
February.....	105.6	120.1	108.9	130.2	.....	203	203	212.5	1836	1345	1403	.....	1603	1003
March.....	105.6	120.1	108.9	130.2	.....	203	203	212.5	179.7	1345	1403	.....	1603	1003
April.....	108.2	120.8	110.2	130.9	.....	203	203	213.8	1845	1345	1413	.....	1611	1007
May.....	108.6	122.0	111.0	131.7	.....	204	204	212.8	179.2	1349	1413	.....	1611	1007
June.....	109.1	123.6	112.9	133.3	.....	203	203	213.1	183.0	1347	1413	.....	1611	1007
July.....	109.5	125.6	114.1	141.0	.....	205	205	207	183.0	1347	1413	.....	1611	1007
August.....	109.5	125.6	114.1	141.0	.....	205	205	207	183.0	1347	1413	.....	1611	1007

(a) First of month. (b) Middle of month. (c) Last week of month.

(d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, homefurnishings, etc., with their weight, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control

policy are summarized from time to time in the LABOUR GAZETTE under the title *Price Control in Canada*.

Wholesale Prices, July, 1946

Wholesale prices moved higher again in July as indicated by the composite index which rose 0.4 points over the June level to 109.5. Among the groups non-ferrous metals registered the sharpest advance with a gain of 2.4 points to 89.3 due to a substantial increase in the price of silver. Animal products rose 1.5 points to 115.7 reflecting advances in canned lobster, butter and eggs which outweighed weakness in livestock and raw furs. Firmer quotations for potatoes, canned fruit and lemons overbalanced decreases in rye, hay, oranges and bananas to move vegetable products up 0.5 to 99.2. On the other hand, four groups were lower; wood products and paper dropped 0.6 to 130.5 following a decline in the export price of cedar shingles while losses of 0.1 each were registered for iron products at 128.3, non-metallic mineral at 102.6 and chemical products at 94.4.

Canadian farm products prices moved up 1.1 points to an index level of 113.8 in July. In the same interval field products recorded an increase of 1.5 points to 103.7 due to firmer prices for potatoes and Ontario winter wheat which outweighed easier quotations for hay and rye. Animal products moved up 0.5 to 130.6, reflecting a firmer tone for eggs. Livestock, however, was lower in this section.

CHANGES IN COST-OF-LIVING INDEX NUMBERS SECOND QUARTER OF 1946

Country	Percentage Change		Principal Group Changes
	June 1946 August 1939	June 1946 March 1946	
			March 1946-June 1946
Canada.....	+ 22.6	+ 2.9	Increases: food, homefurnishings, and services.
Iceland.....	+183.5	+ 2.5	Increases: food.
Mexico.....	+164.2	+ 7.0	Increases: food, clothing.
Newfoundland.....	+ 56.1	+ 0.1	
Peru.....	+ 95.5	+ 3.2	Increases: rent, clothing.
Switzerland.....	+ 51.1	+ 1.0	Increases: fuel and light, food.
Union of South Africa.....	+ 35.6	+ 0.1	Increases: food.
United Kingdom.....	+ 31.0	0.0	Increases: rent, fuel and light.
United States.....	+ 35.2	+ 2.4	Increases: food, homefurnishings, clothing.

CHANGES IN WHOLESALE PRICE INDEX NUMBERS SECOND QUARTER OF 1946

Country	Percentage Change		Principal Group Changes
	June 1946 August 1939	June 1946 March 1946	March 1946-June 1946
Argentina.....	132.6	+ 4.6	Increases: agrarian products.
Canada.....	+ 50.9	+ 3.3	Increases: iron products, wood products, animal products.
Denmark.....	+ 84.7	+ 0.5	Increases: fertilizer, building materials, wood and paper. Decreases: metal and metallic products.
India.....	+223.0	+ 7.0	Increases: cereals, raw jute. Decreases: tea, metals.
Mexico.....	+118.7	+ 4.8	Increases: foods, clothing, construction materials. Decreases: basic producers goods, industrial materials.
New Zealand.....	+48.6	+ 1.4	Increases: textiles, wood and wood products. Decreases: animal products, non-metallic minerals.
Peru.....	121.4	+ 3.5	Increases: textiles, miscellaneous, foods. Decreases: metals.
Sweden.....	+ 67.6	+ 1.1	Increases: vegetable products, animal pro- ducts. Decreases: fuel and lubricating oils, rubber goods.
Switzerland.....	+ 98.3	- 0.3	Increases: fuel, animal products. Decreases: fertilizers, carbons and chemical products, metals.
Union of South Africa.....	+ 63.0	+ 2.1	Increases: grains, etc., groceries. Decreases: fuel and light.
United Kingdom.....	+ 75.8	+ 0.3	Increases: non-ferrous metals.
United States.....	+ 50.5	+ 3.7	Increases: farm products, textile products, building materials.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at June 30, 1946

IN the accompanying tables, which have been prepared by the Department of National Health and Welfare, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating. Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

The administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935. By a second Order in Council, P.C. 5942, dated September 7, 1945, the administration was transferred from the Department of Finance to the Department of National Health and Welfare from September 1, 1945.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

* Amended by Orders in Council P.C. 6367, August 10, 1943, P.C. 3376 and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT JUNE 30, 1946

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	275	344	367	742	669
Average monthly pension.....	24.51	24.683	24.95	24.65	24.32
*Percentage of pensioners to total population.....	.033	.036	.050	.159	.108
Dominion Government's contributions for quarter ended June 30, 1946.....	\$15,039 77	\$19,225 37	\$21,034 06	\$41,085 11	\$36,453 68
Amounts charged to Demobilization and Reconversion for quarter ended June 30, 1946 and included in Dominion Government's contributions for the same period.....	\$3,079 06	\$3,964 08	\$4,305 78	\$8,426 13	\$7,637 10
Dominion Government's contributions from inception of amendment to the O.A.P. Act.....	\$335,504 50	\$484,865 34	\$495,240 91	\$1,084,357 95	\$926,614 13
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$31,437 09	\$42,196 83	\$44,853 68	\$84,085 53	\$71,951 36
Charged to War Appropriation.....	\$25,340 82	\$34,386 71	\$36,303 69	\$67,359 37	\$56,644 86
Charged to War Expenditure and Demobilization Appropriation.....	\$3,017 21	\$3,846 04	\$4,244 21	\$8,300 03	\$7,669 40
Charged to Demobilization and Reconversion.....	\$3,079 06	\$3,964 08	\$4,305 78	\$8,426 13	\$7,637 10

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	N.W.T. Order in Council effective Mar. 30, 1938	Totals
Number of pensioners.....	1,563	117	2,628	355	1	7,061
Average monthly pension.....	24.69	22.75	24.73	24.81	25.00	.....
*Percentage of pensioners to total population.....	.039	.127	.074	.042	.008	.....
Dominion Government's contributions for quarter ended June 30, 1946.....	\$87,721 51	\$5,932 31	\$149,249 89	\$20,187 94	\$25 00	\$395,954 64
Amounts charged to Demobilization and Reconversion for quarter ended June 30, 1946 and included in Dominion Government's contributions for the same period.....	\$18,033 76	\$1,186 46	\$30,506 24	\$4,100 25	\$5 00	\$81,243 86
Dominion Government's contributions from inception of amendment to the O.A.P. Act.....	\$2,286,942 04	\$138,328 66	\$3,396,192 44	\$480,818 40	\$25 00	\$9,628,889 37
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$180,983 66	\$12,399 02	\$311,293 83	\$42,750 55	\$5 00	\$821,956 55
Charged to War Appropriation.....	\$144,827 80	\$10,030 78	\$251,329 01	\$34,700 66	.....	\$660,923 70
Charged to War Expenditure and Demobilization Appropriation.....	\$18,122 10	\$1,181 78	\$29,458 58	\$3,949 64	.....	\$79,788 99
Charged to Demobilization and Reconversion.....	\$18,033 76	\$1,186 46	\$30,506 24	\$4,100 25	\$5 00	\$81,243 86

*Percentages based on the estimated population as at June 1, 1945—Dominion Bureau of Statistics.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT JUNE 30, 1946

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	12,325	17,026	13,065	12,892	14,989	61,798
Average monthly pension.....	24.15	24.32	24.53	22.52	22.66	24.49
*Percentage of pensioners to total population.....	1.49	1.79	1.78	2.75	2.41	1.54
*Percentage of persons over 70 yrs. of age to total population.....	3.39	4.95	4.08	4.49	5.15	5.02
*Percentage of pensioners to popula- tion over 70 years of age.....	44.02	36.23	43.55	61.39	46.84	30.75
Dominion Government's contribu- tions for quarter ended June 30, 1946.....	\$661,029 35	\$918,695 36	\$692,690 65	\$646,344 32	\$758,407 50	\$3,365,149 25
Amounts charged to Demobilization and Reconversion for quarter ended June 30, 1946 and included in Dominion Government's contri- bution for the same period.....	\$138,641 34	\$192,325 50	\$146,096 57	\$145,628 78	\$168,959 18	\$698,794 20
Dominion Government's contribu- tions from inception of Old Age Pensions Act.....	\$24,509,817 91	\$33,813,602 09	\$31,303,221 31	\$17,159,446 34	\$25,035,386 04	\$146,552,824 26
Amounts charged to War Appropria- tion, War Expenditure and Demo- bilization Appropriation and Demo- bilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contri- butions from inception of O.A.P. Act.....	\$1,382,263 90	\$1,920,157 79	\$1,547,040 26	\$1,296,961 72	\$1,496,880 52	\$6,893,156 72
Charged to War Appropriation.....	\$1,108,453 38	\$1,539,387 85	\$1,256,559 03	\$1,007,715 09	\$1,160,792 77	\$5,496,719 84
Charged to War Expenditure and Demobilization Appropriation.....	\$135,169 18	\$188,444 44	\$144,384 66	\$143,617 85	\$167,128 57	\$697,642 68
Charged to Demobilization and Reconversion.....	\$138,641 34	\$192,325 50	\$146,096 57	\$145,628 78	\$168,959 18	\$698,794 20

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	2,008	52,069	13,782	13	199,967
Average monthly pension.....	19.09	23.93	24.50	24.23	.....
*Percentage of pensioners to total population.....	2.18	1.46	1.63	.11	.....
*Percentage of persons over 70 yrs of age to total population.....	6.52	3.23	3.55	1.52	.....
*Percentage of pensioners to popula- tion over 70 years of age.....	33.47	45.28	45.94	7.10	.....
Dominion Government's contribu- tions for quarter ended June 30, 1946.....	\$84,078 46	\$2,789,865 72	\$757,604 87	\$972 75	\$10,674,838 23
Amounts charged to Demobilization and Reconversion for quarter ended June 30, 1946 and included in Domi- nion Government's contribution for the same period.....	\$16,815 69	\$574,528 99	\$157,558 74	\$187 14	\$2,239,536 13
Dominion Government's contribu- tions from inception of Old Age Pensions Act.....	\$2,651,448 51	\$79,672,058 54	\$29,991,366 63	\$32,338 55	\$390,721,510 18
Amounts charged to War Appropria- tion, War Expenditure and Demo- bilization Appropriation and Demo- bilization and Reconversion since amendment under the War Mea- sures Act and included in Dominion Government's contributions from inception of O.A.P. Act.....	\$174,833 02	\$6,102,400 17	\$1,636,224 97	\$1,760 79	\$22,451,680 76
Charged to War Appropriation.....	\$141,252 62	\$4,955,916 70	\$1,325,022 81	\$1,358 34	\$17,993,178 43
Charged to War Expenditure and Demobilization Appropriation.....	\$16,765 61	\$571,954 48	\$153,643 42	\$215 31	\$2,218,966 20
Charged to Demobilization and Re- conversion.....	\$16,815 69	\$574,528 99	\$157,558 74	\$187 14	\$2,239,536 13

*Percentages based on the estimated population as at June 1, 1945—Dominion Bureau of Statistics.

House of Commons Committee on Industrial Relations

Parliamentary Committee Inquires into Causes of Industrial Unrest in Canada

IN a series of meetings during July and August a special committee of the House of Commons undertook an intensive inquiry into labour relations in Canada, with particular reference to the strike in the steel industry.

The Industrial Relations Committee had been established in March, but had held no meetings until, during the course of a debate in the House on July 16, the member for Calgary West, Mr. A. L. Smith, suggested that owing to the effect on the country's economy of the steel strike, the Committee be instructed to sit immediately and attempt to devise machinery of procedure for preventing strikes. With this suggestion the Prime Minister, Right Hon. W. L. Mackenzie King, immediately agreed, and the Committee held its first meeting the same evening.

The Committee's terms of reference empowered it to investigate "all issues connected with and appertaining to the present industrial unrest in Canada, with power to call and examine witnesses under oath, and with power to call persons, papers and records and take all essential evidence, and to report their findings and conclusions to the House."

It was composed as follows: Hon. Humphrey Mitchell, Minister of Labour, Right Hon. C. D. Howe, Minister of Reconstruction and Supply, and Messrs: Adamson, Archibald, Beaudoin, Belzile, Bentley, Black (Cumberland), Blackmore, Case, Charlton, Cote (Verdun), Croll, Dechene, Gauthier (Nipissing), Gillis, Gibson (Comox-Alberni), Gingues, Homuth, Johnston, Lalonde, Lapalme, Lockhart, Maybank, Merritt, MacInnis, McIvor, Pouliot, Raymond, Ross (Hamilton East), Sinclair (Vancouver North), Skey, Smith, (Calgary West), Viau. Messrs. J. J. Robinette of Toronto and A. H. Lief of Ottawa were appointed Counsel and Junior Counsel respectively, for the Committee.

The Committee held sittings daily for a period of a month, meeting two and sometimes three times a day. Witnesses were heard and closely examined representing employers and workers in the steel industry. Subsequently representatives of the Wartime Prices and Trade Board, the National War Labour Board, the Department of Labour, and various labour organizations also presented evidence.

At the conclusion of its sittings, the Committee presented to the House of Commons a report containing a number of recommendations designed to contribute to the easing of industrial unrest.

The more important proposals were: the calling of a Dominion-provincial labour conference to draft a labour code; for closer contact between the Wartime Prices and Trade Board and the Regional and National War Labour Boards; that a measure of union security should follow certification of a union; and that the Minister of Labour be empowered, at the request of either party to a dispute, either before or after a strike is in progress, to direct a strike vote under Government supervision.

The report was accepted by the House on August 22 by a vote of 129 to 28.

It would be impossible in this space to give a full synopsis of the proceedings of the Committee. The day-to-day verbatim record of the evidence and discussion (which is obtainable from the King's Printer, Ottawa, at a price of \$1.00) runs to twenty-one numbers and occupies 1,100 pages.

The following summary gives some of the highlights of the more important testimony. It opens with a brief narrative of the proceedings, and then deals in turn with the various subjects that were discussed, including wages and hours, union security, vacations with pay, industrial councils, and national standards, giving the viewpoints of the various witnesses.

Some of the briefs covered similar ground, and certain points were made repeatedly in the evidence. In the present summary an attempt has been made to avoid unnecessary duplication, and also to give less attention to the evidence bearing directly on the steel case than to that which is of more general interest. (A summary of the events leading up to the steel strike appeared in the July issue of the *LABOUR GAZETTE*, pp. 915-6.)

Included also, are the full text of the Committee's report and appendices containing the factual statements presented by some of the Government officials outlining the machinery for handling industrial disputes.

Narrative of Proceedings

At its first meeting, on the evening of July 16, the Committee resolved that consideration of the steel strike should be the first order of business. Accordingly telegrams were despatched to Mr. C. H. Millard, Canadian Director of the United Steelworkers of America, and to Mr. H. G. Hilton, President of the Steel Company of Canada, Limited, inviting them to appear before the Committee.

Mr. Millard appeared on July 18 and read a prepared statement outlining the steelworkers' demands for higher wages, shorter hours, vacations with pay, union security, national recognition of the industry, and establishment of a national tripartite council. The Committee questioned Mr. Millard during the next two day's sittings, and then examined Mr. Hilton in order to learn the company's position in the dispute. The other companies involved in the strike, Algoma Steel Corporation, Limited, Sault Ste. Marie, and Dominion Steel and Coal Corporation, Sydney, were represented by Mr. Gordon MacMillan and Mr. Clement Anson, who made statements and submitted to questioning.

The next witness was the Commissioner who had been appointed by the Minister of Labour before the strike took place in an attempt to settle the dispute, Mr. Justice W. D. Roach. Mr. Justice Roach reported on his efforts at conciliation, and presented his recommendation for a settlement.

The effect of the proposed wage increases on the national economy was dealt with by Mr. Donald Gordon, Chairman of the Wartime Prices and Trade Board.

The Committee then heard a summary of the wage stabilization program from the Alternate Chairman of the National War Labour Board, Mr. C. A. L. Murchison, following which Mr. Arthur MacNamara, Deputy Minister of Labour, gave evidence.

On August 1 Mr. Millard presented on behalf of the union a new plan for settlement of the dispute. Mr. Millard was again closely examined by the Committee.

Two days later the Committee appointed Mr. L. W. Brockington in an attempt to bring the parties to the dispute together and effect a settlement. Mr. Brockington's efforts were unsuccessful, but he subsequently submitted a report containing his recommendations.

Two witnesses from the Department of Labour, Mr. A. H. Brown, Vice-Chairman of the Wartime Labour Relations Board (National) and Mr. M. M. Maclean, Director of Industrial Relations, outlined for the Committee the conciliation machinery administered by the Department.

Further information on the Government's anti-inflation program was given by Hon. D. C. Abbott, Acting Minister of Finance.

Mr. Pat Conroy, in his capacity as Chairman of the Wage Co-ordinating Committee of the Canadian Congress of Labour, then presented a brief giving a broad picture of wages and industrial relations in Canada, and making recommendations for a program to establish industrial peace.

Hon. Humphrey Mitchell, Minister of Labour, who was a member of the Committee, appeared as a witness and made a statement dealing with wage stabilization generally and with the demands of the steelworkers specifically. He also dealt with some of the points raised by Mr. Conroy.

The Committee then heard from the heads of three other unions having locals on strike, Mr. Joseph Mackenzie of the United Rubber Workers of America, Mr. George Burt, United Automobile Workers, and Mr. C. S. Jackson, United Electrical Workers of America.

Finally the Committee held a number of private sittings during the course of which its report to the House of Commons was prepared.

Wages and Hours

Perhaps the most important subject dealt with by the Industrial Relations Committee was that of wages. The Committee heard the wage demands of the United Steelworkers and the replies of the employers, also the point of view of Government officials in regard to the inflationary effects of wage rises. Witnesses were closely questioned as to their views on wage theory by members of the Committee.

MR. PAT CONROY:¹

The attitude of the Canadian Congress of Labour, as expressed by Mr. Pat Conroy, Chairman of the organization's Wage Co-ordinating Committee, was that wage increases need not necessarily be inflationary.

"All during the war," Mr. Conroy said, "there was conflict between labour and the Government on wage policies. The program of the Government was that with a shortage of goods price levels had to be maintained, and since that was so, wages had to be rigorously controlled in order to maintain the price levels. The theory of the Government and its advisers was that if there was any flexibility in wage adjustments, prices would automatically rise, and we should be subjected to varying degrees of inflation.

"Our Congress has never agreed to this contention of the Government or its advisers. We agree that wages are an element in the final cost of any commodity; but we do contend that they are not, as the Government theorizes.

¹ Mr. Conroy's evidence, although it was presented at one of the later sessions of the Committee, is summarized at this place since it gives a general outline of labour's wage demands.

the only element, and hence we do not hold that a general wage adjustment would render price increases either inevitable or automatic."

The Congress had asked for a general investigation into wages and wage stabilization, having particularly in mind that "there were many black spots throughout the nation where wages were particularly low," and that these might effectively be obliterated during the wartime period of Government control.

The Congress felt that the "hard and fast attitude towards wages" taken by the National War Labour Board was a barrier to better production during the war years. "The time arrived when most unions completely lost confidence in the personnel of the Board and in the wage regulations themselves."

Dealing with the Congress' demands in the post-war period, Mr. Conroy said: "Shortly after the end of the war, our Congress made representations to the Government to the end that wage regulations be liberalized as a preventive of further aggravation of unrest in the trade unions throughout the nation. The lid had, figuratively, been put on wages for a period of nearly six years, and it was inevitable that, unless the pressure was eased, the lid would blow off. This was pointed out to the Government, and before Christmas of last year the Government decided to change the wage regulations. At the same time it suggested that employers and trade unions might be empowered to negotiate wage increases to the extent of five cents an hour, as well as providing for freedom of negotiations covering vacations with pay, premium pay for off-shift work and other incidental matters. The Government asked our Congress for its opinion of its proposals, and after several weeks of consideration, we wrote to the Deputy Minister of Labour, late in January last, making the following suggestions:

1. There should be a free range for negotiation between employers and unions of at least ten cents an hour, with a further proviso that, where reduction in hours of work is agreed upon, or has been effected, provision should be made for a larger amount than ten cents an hour.

2. The National and Regional War Labour Boards should have authority to increase wages to such levels as are deemed fair and reasonable, thus eliminating the provision for the same or comparable work in the same or similar localities. In short, in order to meet the need of constant production and of a high living standard the use of obscure language and equally obscure interpretations should be discontinued.

When the wage regulations were amended, at the end of January, (1) the proposal of the Government to allow negotiation to the extent of five cents an hour was withdrawn, and the Congress proposals were not accepted.

"Recently," Mr. Conroy continued, "the Minister of Labour announced that anything over ten cents an hour would cause inflation."⁽²⁾ He said that the reason for setting the figure at ten cents was not made clear, and referred to the award of Mr. Chief Justice Sloan in the British Columbia logging industry⁽³⁾ which was for an increase of fifteen cents an hour, and which the Minister had termed "fair and reasonable."

"It might well be asked," Mr. Conroy said, "why labour will not accept ten cents an hour now as its maximum figure. The Congress submitted the figure of ten cents an hour in the month of January as the amount which would carry the country through the difficult transitional period. The answer to that is very obvious: the cost of living has gone up roughly five points since the time the officers of the Congress suggested the figure of ten cents an hour, which would now be the equivalent of slightly over five cents per hour, and is, therefore, no longer valid.

"The idea of the Congress in submitting a figure of ten cents an hour increase, in January, was that prices could be held. Had the Government come out and voluntarily offered to adjust wages to this extent at that time, this gesture of the Government would have been well received by the vast majority of trade unionists throughout the country, and would have tided us over the difficult period until greater production was achieved, and until trade unionists could have considered their ultimate wage program.

"We believe that action which would have prevented the present crisis was not taken by the Government, and that its continuance of its rigid wartime control of wages is responsible for the present deplorable situation."

Wages and Hours in Steel Industry

The demands of the United Steelworkers in regard to wages, as outlined by Mr. C. H. Millard at an early session of the Committee, were closely related to the question of hours of work.

The union asked for a "national minimum guaranteed annual wage" of \$1,750, corresponding to a weekly rate of \$33.60. The union also asked for a reduction in working hours from 48 to 40 a week. On this basis, the hourly rate of wages necessary to bring in \$33.60 a week would be 84 cents. Since the existing rate was 64½ cents at Stelco and Algoma, and 59½ cents at Dosco, the amount

¹L.G., Feb., 1946, p. 140.

²L.G., July, 1946, p. 871.

³L.G., July, 1946, p. 918.

of increase required was 19½ cents at the first two plants, and 24½ at the third plant.

In their counter-proposals the companies were unwilling to grant any reduction in hours, but two of them offered increases in hourly rates of 10 and 8 cents respectively which, with a 48-hour week, would bring the workers' minimum weekly earnings to a figure in excess of the \$33.60 requested by the union, although the hourly rate would be less than that requested by the union. The third company made no offer.

The union subsequently modified its demand to a 44-hour week and a wage increase of 15½ cents an hour at two plants and 19½ cents at the third. This proposal would maintain, and in fact somewhat better, the weekly wage of \$33.60 requested by the union.

MR. C. H. MILLARD

Mr. C. H. Millard, Canadian Director of the Steelworkers, gave evidence in support of the objective of shorter hours coupled with increased wages.

"The annual minimum of \$1,750," he said, "was the result of investigations into the available statistics on the cost of living in Canada. It was adopted as the objective of the union at its last National Policy Conference held in Quebec City, October, 1944." Mr. Millard said that it represented the minimum amount of money necessary for a "health and decency standard of living" for an average Canadian family.

He also quoted figures prepared by the Toronto Welfare Council indicating that, as a result of increases in the cost of living, the minimum "health and decency" standard for a family of five had risen from \$28.35 in 1939, to \$35.85 in 1944, and further to about \$38 at the present time.

On the question of hours Mr. Millard said: "We do not believe that steelworkers or other workers can work more than 40 hours and provide the amount of employment that these industries should provide for the returning personnel from the services or from displaced war work."

He also cited the effects of long working hours in bringing about workers' fatigue and lessened efficiency of production. "A reasonable amount of leisure time," he said, "to allow for social, cultural and recreational activities is the right of the worker as a person and a citizen."

Questioned as to whether, with a 40-hour week, some workers might not seek part-time employment after their regular hours, and thus deprive other persons of employment, Mr. Millard expressed the view that if adequate

wages were paid for the 40 hours the men would not want to take further work. "The penalty," he said, "would be to the employer who employs an employee who works in a steel mill for 40 hours. If he does that, he certainly would not get much labour from him outside of that."

Questioned on the subject of the companies' ability to implement a 40-hour five-day week, Mr. Millard said that he did not believe this would be difficult to do. He admitted that it would cost more money, "for a time at least," until "the increased efficiency brought about by shorter hours becomes effective."

Queried as to where the workers' demands for shorter hours would end, and as to the union's ultimate objective, Mr. Millard said: "They are going to end with as low a number of hours as we can possibly work to produce what we need for the nation, and maybe for ourselves, by developing all our natural resources with a developing standard of living."

Members of the Committee questioned Mr. Millard on the subject of the ability of the steel companies to pay increased wages. Mr. Millard quoted figures as to the companies' financial standing which indicated that in his opinion they could afford to pay. Further questioning elicited the view that regardless of whether the companies could afford it or not, it was essential that workers should receive an adequate wage. Even if a company was having difficulty selling its products in a competitive market it should not be permitted to use lower wages as a competitive factor. This point was brought out in a discussion of the union demand that the 5-cent wage differential between employees at Dosco and the other two companies be eliminated:—

By Mr. Smith

Q. I suppose your position is that persons engaged in the same industry—two Ontario plants and one in Nova Scotia—could compete by efficiency and salesmanship any way they wished but you do not want them to compete with the differential in labour; is that your attitude?—A. It is one of the principles of our union organization that wages must not be a competitive factor.

Q. Perhaps I did not put it correctly. You do not mind competing in the manufacture but not with the wages of the workers?—A. That is correct.

Discussing further the question of ability or inability to pay, the witness said:

"I cannot see why the employees should be victims of inefficiency, lack of capitalization, lack of modernization, lack of being competitive in an industry. I cannot see why that should be visited upon those who are doing their best and making their contribution to industry on the same scale as workers elsewhere."

The point was raised that if a company engaged in an essential industry could not pay good wages and remain in the competitive market it might be desirable for the Government to pay it a subsidy to keep it operating. On this point Mr. Millard said:

"Our viewpoint, Mr. Smith and members of the committee, is this, that a man should be paid a proper wage. That is the first consideration. That is the human element and it should be compensated. The human investment of Canadian life in the industry should be paid for. If the company finds that in paying a decent wage it cannot operate efficiently and develop the natural resources of our country, then it seems to me they should come to the Government and prove their point and have the subsidy based on the fact that they have paid decent wages and are not able to pay a decent return on their invested capital. That is the only excuse I can see for a subsidy."

Mr. Millard further said that if there were to be subsidies, conceding the necessity for maintaining the industry in operation, it might be well for the Government to "take over the operation and see if it could not be made more efficient."

Although stressing the desirability of a uniform wage pattern for the steel industry, the witness said that he would not object to workers in a profitably operated company receiving a higher income as part of a profit-sharing plan "because to that extent the employee would be taken into partnership, and if he could make the business more profitable, then he would share in those profits. We would object, however, if the lowest paid worker is not receiving sufficient income to provide himself and his family with a decent standard of living. What they could do above that figure would seem to me to be all to the good."

Relating the question of wage increases to the question of purchasing power throughout the country, Mr. Millard said: "Purchasing power must be spread in a way that will make effective the present potential demand. Thus the nation will achieve a more balanced economy and the dangers of depression be lessened."

Viewpoint of Employees

The arguments of the employers in regard to the union demands for higher wage rates and shorter hours were in general that the companies were not prepared or could not afford to meet them and that in any case the demands could not be justified by increased productivity. The three companies deposited with the Committee statements of their financial position in support of their arguments.

Speaking for the Steel Company of Canada, Mr. H. S. Hilton stated that although the company's present minimum weekly rate (\$30.98) was below the union's demand (\$33.60) the average weekly earnings in the company were higher (\$38.32 in April). He also pointed out that the minimum rate was received only by unskilled labour "from whose ranks men are promoted to more skilled and better-paid jobs as there are openings and as they gain the necessary experience and knowledge for these better jobs." The company's offer of an increase of 10 cents an hour without a reduction in hours would bring the minimum wage rate to \$35.76 for a 48-hour week, and this, Mr. Hilton pointed out, constituted higher take-home pay than the \$33.60 demanded by the union for a shorter week.

"Since the outbreak of war," Mr. Hilton said, "our basic or minimum hourly rate has increased by 39 per cent. If the union's demand were granted in full, it would result in an increase of 80 per cent above the pre-war figure. The company's offer of 10 cents an hour would result in an increase of 60 per cent during the same time. When this offer is compared with a rise in the cost of living index of approximately 22 per cent, surely it cannot be claimed that it does not keep pace with this index even after ample allowance for the union's claim that the Government index is not truly representative of conditions, for which claim there is probably justification.

"If organized labour in industry is going to force costs of production to such a point that the 75 per cent of our people earning their livelihood in other ways cannot buy the products of manufacturers, the net result can only be diminishing employment. Nothing could be more inconsistent than the condition reported in the United States where, on the one hand, costs and prices are being forced upward by heavy wage increases and, at the same time, certain unions are advocating buyers' strikes which will reduce production and cause unemployment. The importance of hourly wage rates paid is entirely secondary to the amount earned annually by steady work.

"Labour must realize that it can price itself out of a market and that the best wages are not necessarily the highest wages but the wages which will result in maximum continuous employment."

Questioned as to his company's ability to pay an increase of more than 10 cents an hour Mr. Hilton said that this could not be done unless the basic price of steel were raised, if the company were to maintain "our

earnings and financial position in the condition it should be kept in." He said also that business conditions were uncertain at the present time. Mr. Hilton urged that a vote be taken by secret ballot of all employees affected to determine whether they would accept the company's offer.

In a written statement presented to the Committee at a later date he commented in more detail on the principle of "ability to pay":

"There has been some discussion before the Committee hinging upon so-called ability to pay. If this principle were accepted, where does ability to pay cease? In one of its statements the Union makes the statement that it has no reason to believe that Stelco has been 'squeezed' anywhere near the limit. Is the limit reached when there are no more profits left or is this idea to be carried to such a point that resultant deficits are to be made up by the taxpayers, and, if the latter practice should become general, from whom would the taxes be collected? There is only one source and that is the general public. Moreover, if this principle of ability to pay is to be accepted while profits are increasing due to rising business activity, will it be applied in reverse when profits decrease due to a decline in general business conditions beyond the control of managers of industry? If this principle is to be accepted, does it mean that a prosperous, well-conducted business employing efficient machinery and equipment is to be expected to pay out all the returns from such management in wages and, if so, what would become of the incentive to invest money in improved machinery and equipment? The record of our Company will demonstrate that, for many years, it has made a practice of sharing the results of improved productivity resultant from heavy investments in plant with its employees, but this process cannot be carried to such a point that it becomes confiscation rather than sharing."

Speaking for Algoma, Mr. Gordon MacMillan stated that his company's offer of an 8-cent increase on the basis of a 48-hour week was as far as it could go, and "was made by us taking the most hopeful view of the general economy of Canada and its anticipated future." He said that his company was less advantageously situated than Stelco, and that, taking into consideration lower living costs in Sault Ste. Marie than in Hamilton, he did not agree with the union demands that wage rates should be the same at all three of the basic steel plants.

The offer of an 8-cent increase would bring about a higher weekly rate (\$34.80) than the

minimum demanded by the union, he pointed out. Moreover the union's argument in justification of the amount of \$33.60, namely that such an amount was necessary for the maintenance of a family of five, applied only to a limited extent at Algoma where out of a total of more than 3,600 men represented by the union only 170 were married men with a family of three children or more and earning \$33.60 a week or less.

Mr. C. ANSON

The position of Dosco, as outlined by Mr. Clement Anson, was that the steel plant at Sydney was already operating at a loss and that the demands of the union for increased wages, shorter hours and additional vacations with pay would add over \$3,000,000 to the existing yearly wage bill of \$9,234,480. The company claimed that there could be no justification for granting any demands which would add to the cost of operations.

Mr. Anson said that in the 14 years since 1930, the Sydney steelworkers had bettered their hourly wage by 70½ per cent, while the average Canadian worker had bettered his position by only 37½ per cent. Over the same period the cost-of-living index had actually shown a slight decline.

"It is respectfully submitted that there is no economic justification to warrant such wage increase as is demanded under threat of strike action.

"If, for increased wages, only the same amount of work is produced, then it is axiomatic that the resulting goods will cost more to produce. That cost must be passed on to the consumer by means of increased prices, and, if prices go up each time wages are increased, then the employee at the end is no better off than he was at the beginning.

"Notwithstanding all theories to the contrary, it is still a proven fact that one cannot, over a period, pay out more than it earns. The proverb of 'The Goose that laid the Golden Egg' is still as true to-day as it was when it was first heard. The Sydney plant can be just as surely wrecked by insistence on payment of labour rates in excess of its capacity to pay as it can by any other means."

Dealing with the union's claim that there should be uniformity in the common labour rate throughout the primary steel industry, Mr. Anson stated that uniformity of wage rates could be achieved only if other conditions were uniform; i.e. if:—

1. The raw materials used by each company were identical in chemical and physical characteristics.
2. The prices paid for materials and supplies used in the production of steel were identical.

3. The equipment used to make steel was identical throughout the three plants.
4. The tons produced per man-hour worked were identical in all plants.
5. The products produced were the same in all cases.
6. The products were sold in the same markets and the prices realized for the sale of such products were identical in all cases.

Mr. Anson gave detailed evidence in support of his claim that such uniformity did not in fact exist. He argued that the raw materials used at Sydney were inferior, that the prices paid were higher, that the equipment used was necessarily different and more expensive owing to the inferior raw materials, and that production per man-hour was in consequence less than in the other plants. Moreover the products of the three companies were in some respects widely different, and the average price per ton received by Sydney was less than that received by its competitors.

To insist that the Sydney steel plant pay the same scale of wages as its competitors "could only add to the difficult competitive position that the plant always has faced, and still faces. In the long run, such a policy would mean less business available to that plant and therefore less work for the men employed thereon."

On the question of hours the three company spokesmen were just as vigorously opposed to the union's demands. They took the position that since continuous operations 24 hours a day were necessary at a steel mill, therefore the most convenient hours of work were 48 a week with a three-shift 8-hour day. All three referred to the fact that hours had originally been considerably higher in the steel industry, with a 12-hour day and a 7-day week once the standard.

Mr. MacMillan made particular reference to the fact that a reduction in hours would entail the necessity of hiring more men. He said there was no unemployment in Sault Ste. Marie, and no source from which the company could draw the additional employees.

Mr. Anson stated that on previous occasions the men at his plant had gone on strike rather than work a shorter week. He disagreed with the union's argument that increased production might compensate for the reduced hours, claiming that the rate of production was governed by the type of machinery, and that the institution of the shorter week could not be compensated for by any effort on the men's part to increase production.

MR. DONALD GORDON

Having heard the arguments of labour and management, the Committee examined Mr. Donald Gordon, Chairman of the Wartime Prices and Trade Board.

Mr. Gordon's evidence was of particular importance because the Committee depended on it for an authoritative analysis of the effect that the steelworkers' demands would have, if granted, on the efforts to maintain price stabilization in Canada; in other words for an answer to the question of whether a 15½-cent increase could be allowed and the cost of living still held at a reasonable level.

Mr. Gordon's evidence was to the effect that a 15½-cent increase could not be granted within the framework of the Government's stabilization program. He expressed the view that the settlement in the steel industry would establish a pattern in wage disputes across the country, and that "a wage increase of the magnitude suggested by the union is bound to have an effect of such character that I question very much if it is worthwhile for the Wartime Prices and Trade Board to struggle any further to maintain the price ceiling we have achieved."

Mr. Gordon was closely questioned by Committee members in regard to the price increase, averaging about \$5 per ingot ton of steel, which the Prices Board had allowed the steel companies in April, 1946. He said that the Companies had presented information in regard to their costs of operation, including wages, materials, transportation and other matters, in addition to historical information affecting the profit condition of the companies and capital investment. Thereupon the Board, keeping in mind the effect of price increases in steel on the country's economy, reached the conclusion that price increases were nevertheless necessary, and permitted increases of varying amounts for various individual items, the average increase being approximately \$5 an ingot ton.

The Committee wanted to know what proportion of the \$5 price increase was intended to cover a rise in labour costs. Mr. Gordon said that the Board had deliberately refrained from indicating this to the companies. He pointed out that conditions varied between the three steel plants. The Board had asked the Companies to give an estimate of what the cost to them would be of various adjustments in wages at various levels. "We at no time told anybody as to what figure we selected in our judgment as the most likely point of settlement."

In further explanation of the method used in determining the price increase, Mr. Gordon said: "Labour was not the only cost factor we had in mind. Therefore, in exercising our judgment we took a range of costs as they affect labour; a range of costs as they affect materials; a range of costs as they affect transportation, and a range of costs that affected

other things and then considered in our mind the average price. We said that we could give that price as likely to be the range of the profit to the mills of the company, taking into consideration the volume. As I said before, we took what we thought represented the balance of probabilities and if I were pressed, I could not say to you specifically that we selected a figure for wages. We selected a range as to where negotiations might take place, and then the companies were in a position that with this price increase before them, they would then be able to exercise their own judgment in regard to all costs, not only labour, but all the costs I have referred to. Then they would be in a position to exercise their judgment as to what wage settlement they could afford to make and still maintain their position of production, having in mind the competitive factors of foreign markets."

The decision as to the amount of wage increase, if any, that should be granted was thus left to the companies (subject, of course, to approval by the War Labour Board); and with reference to the Steel Company Mr. Gordon said: "I have already told you that the Steel Company had reached a production of $2\frac{1}{2}$ times their pre-war volume." He felt quite certain that with a wage increase above ten cents, Stelco would be back looking for a further price increase.

On the relationship between wage control and price control, Mr. Gordon said that the latter would be impossible to enforce without some measure of wage stabilization. In regard to the two Government bodies responsible for these two types of control, the Prices Board, and the Regional and National War Labour Boards, he believed that their administration should be separate. He said that the two organizations had separate functions and that it would be quite impossible for the Prices Board to "operate on a basis where it would be drawn into disputes or wage relations between labour and management." The Prices Board was not consulted by the War Labour Boards in regard to specific wage applications, although in matters of broad policy, such as the adoption of a new wage control order, consultation took place. There was also consultation on an informal level; moreover the Deputy Minister of Labour was a member of the Prices Board.

Asked specifically about the effect of a wage increase of ten cents an hour, Mr. Gordon said that he could not give the assurance that ten cents could be absorbed into the price structure, but that "at ten cents we still have a fighting chance of trying to prevent a whole series of price increases." His concern was over the effect of the steel settlement on wages and prices in other industries. "We are in a

position, or have been in a position in this country for some time where any increased cost of any kind is bound to result in higher prices." He said that he did not know precisely where the breaking point would be reached, and that a large wage increase might evoke such a flood of applications for price increases that administratively the Board could not tackle the problem. Moreover a price increase in one industry would frequently become a cost increase in another industry. "We have, over the last six or seven months since VJ day, adjusted a great number of costs. One is on farm implements. Then there have been many other price increases, which are in the process of adjustment by reason of our dealing with the fact that we switched over from wartime economy, and then we were faced with the fact that costs of production have become inflationary during the war. We have tried to make these adjustments. If we have to start all over again that is where I question whether we have the capacity or the intelligence or the stamina to do it."

In the case of anything substantially in excess of ten cents, Mr. Gordon said: "It would be my duty to say to the government it is no use, if the workers of this country are determined to have their own way in this respect and do not recognize their real interest—and their real interest lies in the value of their money wages—then there is only one way for them to learn. And it would be dishonest, in my opinion, for me to go on and try to neutralize the effect of that action."

Mr. Gordon eventually summed up his position in a letter to Mr. Maurice Lalonde, Chairman of the Committee, which went into the minutes a fortnight after his original presentation, and the text of which is printed further on in this article.

REVISED CLAIM OF STEELWORKERS

Following Mr. Gordon's appearance before the Committee, Mr. Millard presented on behalf of the United Steelworkers a revised plan of settlement.

"The Committee," he said, "has heard the case for the steelworkers. We believe it is a very strong case, so strong that it has the sympathy and support of many Canadians in all walks of life.

"The Committee has also heard what might be called the case for economic stabilization, presented with great ability and distinction by Mr. Donald Gordon. The gist of his case is that however just may be the claims of the steelworkers and other workers, they must, in large part, be postponed or deferred until such time as production overtakes demand. Mr. Gordon reinforces his case with the threat

that if wage increases go beyond a certain point, the effort to hold the price line will be abandoned.

"Now if there is real substance in the steelworkers' case (as there is) and if there is real substance in Mr. Gordon's case (as there is), then the national interests require us to find a reconciliation between the two—there must be a synthesis."

While agreeing with Mr. Gordon as to the necessity for maintaining price stability, he declared that in fact the price line was not at present being held. The Prices Board had authorized a large number of important price increases in steel, farm implements, milk, fruit, and other items. The cost-of-living index had risen by over five points in recent months.

"In view of the fact that the cost-of-living index remained almost stationary for over two years in wartime, when there was less production of consumer goods than there is to-day, it is submitted that the recent swift rise in the index could have been prevented. There is only one possible explanation for what has happened since April 1. The Wartime Prices and Trade Board has yielded too much.

"Mr. Gordon admitted that there is little or no co-ordination between price control administration and wage control administration.

"It now appears that the price control administration has yielded a great deal to demands for price increases, but the wage control administration, in steel at least, has yielded nothing at all for over two years."

Mr. Millard reasserted his view that wage increases in steel would not necessitate any further price increases and could thus be granted without danger of inflation.

He then outlined his plan of settlement. This included a 44-hour week effective April 1, 1947; and in order to give industry "a breathing-spell in which to get ahead with production" he offered to postpone part of the wage increase of 15½ cents an hour requested by the union, and make it come due in instalments between April 1 and December 1, 1946.

He further proposed, as a means of protecting labour's real wage, that commencing in January, 1947, steelworkers' wage rates be adjusted upward from month to month by one cent an hour for each rise of one full point in the cost-of-living index above the index figure for July 1, 1946. This proposal, he thought, would also provide "an incentive for industry to accept its responsibility of preventing further price increases." It would create a penalty for failure to hold the price line, in that an employer would find that if his price increase resulted in an increase in the cost-of-living index it would be taken up

by the increased payment he would have to make to labour.

REPLY TO MR. GORDON'S EVIDENCE

In rebuttal of Mr. Gordon's evidence Mr. Conroy, in the brief of the Wage Co-ordinating Committee (part of which has already been summarized) argued that an increase in wages did not necessarily mean an increase in costs, nor did every cost increase mean an increase in prices. He thought that Mr. Gordon had underestimated the factor of the increased productivity that would probably result from a wage increase. Moreover increased labour costs might be absorbed out of profits, rather than being reflected in price increases; the ability to absorb an increase would vary from industry to industry, but it was "manifestly unwarranted and unsound" to set "a rigid limit of approximately ten cents for all industries."

Furthermore Mr. Conroy objected that Mr. Gordon had given the Steel Company "absolute freedom to decide for itself" how much of the \$5 price increase would be allotted to labour as a wage increase.

"Our Congress", he continued, "... cannot agree that profits should take priority over wages, still less that employers alone should determine how high profits should be. It contends that the primary purpose of production is consumption. In accordance with Mr. Gordon's theory, this primary purpose will be almost wholly set aside, and the profits and welfare of a master class will be the first and last consideration of the whole economic system.

"If profit, not consumption, is made the be-all and end-all of production, the result can only be another depression, and in the not too distant future. Full employment demands high, steady, and steadily increasing consumption. An important factor, and, in a highly industrialized country like Canada, possibly the most important factor in such consumption, is high, steady, and steadily increasing wages. Wages must at least keep pace with productivity....

"Our Congress recognizes that stability of prices is necessary, that it is a major interest of the working class. We have consistently supported price-control and we support it now. We recognize also that excessive and unreasonable wage demands can destroy price stability. But we are not prepared to accept the judgment of the employers, even when endorsed by the Chairman of the Wartime Prices and Trade Board and the Minister of Labour as to what is 'unreasonable' and 'excessive.' Labour is prepared to accept the responsibility of framing its demands in accordance

with the facts of the situation and the requirements of the public interest. But it can do so only if the facts are made available to it, and if employers accept the same responsibility. At present, in this country, the facts are either not available or are deliberately withheld, as Mr Gordon's evidence shows; labour is called on to frame its policy without the knowledge to which it is entitled; and employers enjoy the privileged position of being allowed to determine their share of the proceeds of industry at their own sweet will, without responsibility and without control.

"Mr Gordon told the committee repeatedly that he had expected the steel workers to be 'reasonable' in their demands, to show the 'restraint' which the maintenance of price stability calls for. He has 'no cure for this particular strike except a reasonable attitude on the part of the applicants to accept the wage increases which can be paid within reason.' But, as already noted, at the time the price increase was granted, he gave the workers no information as to what he considered reasonable. . . .

The companies had first to decide what they considered a reasonable profit, and then how much was left for wage increases, and those, by definition, were 'the wage increases which could be paid within reason.' Even now, Mr. Gordon shies away from a direct answer to the question, 'What would the amount be?' 'I cannot say; I am not the arbitrator', though in fact he has pronounced judgment in emphatic and dogmatic terms."

MR. GORDON'S POSITION

The text of Mr. Gordon's letter, in which he restates his position, is as follows:

MR. MAURICE LALONDE, M.P.

Chairman of the Standing Committee on

Industrial Relations

House of Commons,
Ottawa.

DEAR MR. LALONDE,—I am glad to have the opportunity of making a further statement to the Standing Committee on Industrial Relations. Some of my statements before the committee have been seriously misinterpreted and misunderstood in some quarters, particularly by the Wage Co-ordinating Committee of the Canadian Congress of Labour. While there is nothing in my previous statements before the committee that I would

wish to change, I think I can clear up the misunderstanding that has occurred and I am particularly anxious to correct the misinterpretation which has arisen from picking individual comments out of their context. As you are aware, I delivered no prepared statement before this committee. Had I done so I would have emphasized and developed some points much more, and others much less, than I was required to do under questioning.

My remarks concerning the relation between wage increases and price increases have been oversimplified and misinterpreted. While I emphasized that there is a very important relationship between wage increases and price increases, I did not state that the relationship was fixed or immutable. No person with any knowledge of the facts would deny that wages can and do increase in relation to prices. The whole past record going back for many years shows that wages do in fact increase more than prices. Such a tendency was quite apparent for a generation before the war. It was apparent during the war. Wages have gone up considerably more than 40 per cent since before the war and the cost of living has increased by 24 per cent. That has occurred already and if wages could be held at this sort of increase there would be much less difficulty about price control. But that is not the point under discussion. Wage control has been recently revised and made more flexible—and in my opinion properly so. Further wage increases over a wide field are being discussed. I do not say and have not said that further wage increases of reasonable proportions and within the purview of the revised system of wage control will wreck the price ceiling. What I have said is that if they are large and widespread they will make price control impracticable. It is a question of degree, of how much more and how fast. If you get widespread large wage increases (and under continuous questioning I did express the opinion that increases in excess of 10 cents would make the task impossible) prices will have to go up substantially. Productivity certainly tends to increase but it is a gradual process. It obviously does not increase at the rate of 20 per cent or of 10 per cent per annum or anything like that. If wages had been held steady throughout the war, we would certainly stand substantial increases in wages now. But they were not held steady—it was not a practicable

or desirable proposition—they went up over 40 per cent. It is a question of how much can be put on top of that now and in the near future when prices are pressing against ceilings, when margins are squeezed, when production has not yet begun to catch up with demand, and when we have not yet got into large volume output in many lines.

It is quite proper to point out that rising productivity permits higher wages over a period of time and in this regard I am far from pessimistic about the future. It is proper to point out that higher wages may stimulate greater efficiency—as a general proposition I go along with that. It is also proper to suggest that in some cases rates of profit may be reduced—the Prices Board has had a good deal to do with squeezing margins over the last four and a half years. But there must be some balance, some sense of perspective. All these things are true to a degree and in the passage of time. But they become ridiculous when pushed to extremes. Perhaps some industries can absorb wage increases of 7 cents or 8 cents or even conceivably 10 cents. Others perhaps could manage 2 cents or 3 cents without price increases. Yet others could not manage any wage increase at all without price advances—there are many of them on our doorstep now and others will be there tomorrow. Under some probing, I suggested that a pattern of increases of more than 10 cents per hour would create great difficulty and probably break down price control. And I stand by that statement. If a pattern of wage increases of that order is attempted, it is just too much—too much to be absorbed now or soon. There is not the capacity to absorb that sort of increase and maintain anything approaching current price levels. The exact breaking point in a given case is, of course, debatable. As I have said, it would vary between industries. In a lot of cases there is no absorptive capacity.

And let me add a very important point—which I did not have the opportunity to develop before—on the general effect of large and widespread wage increases. If a pattern of large wage increases gets established, it will do a lot more than raise prices of a wide range of manufactured goods. It is not just the immediate price increases that would worry me, though they would be widespread and important. It is the effect on the public, on the farmer, on the businessman, on the landlord. The public—and by the public I mean the housewife, the worker, the farmer, all consumers—is going to lose its faith in price control if prices are going up sharply all over the place and when that happens we would not have any control at all. The whole program

has been based and must be based on public support and acceptance. Without that it is impossible. If farmers, businessmen, labour, landlords want to go their own sweet way, if the public loses faith, we would not have any control whatsoever—no matter what laws might be passed.

I hope that clarifies my position on the broad issue. I do not think it is difficult to understand and I regret it has been so gravely misinterpreted by witnesses before you. Again I emphasize that I cannot say that 10 cents is the exact breaking point—that is a matter of judgment and in my opinion even a 10 cent pattern would make matters extremely difficult. But we must preserve some balance if we want price control. Business has to exercise restraint and believe me we are not giving it any unreasonable latitude as some of the witnesses before you have appeared to suggest. The Prices Board is very definitely controlling prices—we do not say to businessmen, go ahead and raise your prices within reason. On the very large list of items under price control, we say you cannot raise your prices unless the board is satisfied it is really necessary and I do not think we have the reputation of being easily satisfied. Labour, too, has to exercise restraint—labour has some reasonable latitude under the revised wage control order, but if that latitude is abused the whole program of price control cracks up. The same goes for farmers, for landlords and for other producer groups. It is all one program. It all hangs together. If one part breaks down, you cannot hold the rest.

Now let me deal with one further point which has been much discussed before you and in which the position of the Prices Board has also been seriously misinterpreted, i.e. the action of the board in authorizing an increase in steel prices which took some account of the fact that wage negotiations were pending. As I said before, that was a departure from our usual practice. In considering every other application for a price increase, we have not taken into account the possibility of future wage increases. This steel case was an exception and the decision was made, as I have stated in previous evidence, in the expectation that settlement of the price application would enable pending wage negotiations to be completed quickly. Furthermore, it certainly increased labour's chances of getting a reasonable and prompt increase in wages. It was an honest decision most carefully considered in the light of the facts before us and I must strongly object to the tone of the submission made to you by the Wage Co-ordinating Committee of the Canadian Congress of Labour

which carries the plain inference that the Prices Board was a pawn in the hands of the steel companies. That is the sort of obviously silly accusation that I should have thought would have no place in a serious inquiry of this kind. We authorized this increase in good faith and for good reasons and in the belief that an increase in wage rates was a certainty.

To sum up, this is the position we were in. We had to permit an increase in steel prices—whether there was a wage increase or whether there was not. Our investigations over a considerable period satisfied us as to that. There was no alternative. But we were faced with a further question. If we authorized the smallest increase that we believed could be managed, taking wages as they were, and shortly thereafter wages were increased, we should have had to authorize another general increase in steel prices. One increase was bad enough. It is a terrific job to deal with all consequences of higher steel prices and we are not through with that job yet. It is not only a big job but it is disturbing to all the users of steel and it has widespread ramifications. It was bad enough to have to go through it once—twice might have produced an administrative load that could not be handled and an enormous amount of confusion.

Now I have been criticized a good deal on the grounds that I should have announced that there was room for a wage increase. If we are open to criticism it must be for letting the wage question enter our thinking in the first place. Nevertheless, it would have been improper for the Prices Board to express its opinion of what constituted a reasonable wage increase, because that is a matter for collective bargaining subject to the provisions of the wage control order. Our job was and is to keep prices in hand and we could not get in the position of influencing wage matters by setting a pattern. I must say I was most definitely of the opinion that a wage increase would be forthcoming which would take up any slack and more in the price adjustment that had been permitted. While it is most unfortunate that the negotiations for a wage increase have in fact broken down and have been followed by a strike, it would be quite inappropriate for me to express any opinion as to the manner in which they have been handled by the parties to the dispute.

So that is the story. You have heard some of it before but I hope this will clear up the position of the Board.

Yours very truly,

D. GORDON,
Chairman.

MR. C. A. L. MURCHISON

The Alternate Chairman of the National War Labour Board, Mr. C. A. L. Murchison, read a brief outlining the history of wage stabilization in Canada, the text of which appears below (p. 1356). He also gave a chronological statement of wage development, in the steel industry, in which he pointed out that the steelworkers had made no application to any war labour board in regard to their demands in the present dispute.

Replying to a question as to whether the Board had "had any instruction or advice or suggestion from anyone that not more than ten cents an hour should be granted or permitted" in wage disputes, Mr. Murchison said. "From my own personal knowledge, Mr. Chairman, I can say that the Government has not interfered with the National Board or regional boards in the administration of the orders. We have not been told by the Honourable the Minister of Labour or by any other minister of the Crown that we should limit our orders, our direction, to 10 cents or less. Now, if there is to be any stability in wage structure of this country boards must see to it that there is uniformity in their decisions. It so happens that a large number of cases have recently been settled by awarding increases of ten cents an hour or in the case of cut-back in hours, ten per cent."

He listed a number of recent decisions in which a settlement had been made on this basis. "Combined", he said, "they constitute a fairly definite pattern. In saying this, I am not unmindful of the cases involving the coast region operators in British Columbia's logging and lumbering industry and the pulp and paper industry. I suggest to you that these two cases can hardly be regarded as being sufficient to overcome or destroy what appears to be the prevailing pattern set by management and labour. The operators and the International Woodworkers of America in the interior region of British Columbia did not accept the coast region rate increases as their pattern.

"The National Board assumed that it might be called upon to answer for these increases. Therefore, and in order that it might place itself in the position whereby it might justify them, the whole problem was carefully studied.

"The study revealed that in a large number of the cases to which I have referred, collective agreements were concluded on a basis which, in the view of management, at least, reflected the trend in the United States.

"You are fully cognizant of the large number of settlements made between management and labour in the United States, which settlements call for wage increases of 18½ cents an hour. You are, therefore, entitled to ask why it may be contended that a 10 cent increase in Canada.

can be regarded as a true reflection of the trend in the United States. To seek the answer, it is necessary to examine the history of wages and hours of work in the United States.

- (1) The Hours of Work Act in the United States was a pre-war measure which applied to companies under federal jurisdiction. It required a 40 hour week and provided that overtime at the rate of time and one-half would be paid for hours required to be worked in excess of 40 per week.
- (2) Under war conditions it applied to companies engaged in the production of war materials, including automobiles, steel, etc. Employers were given authority in the war emergency under what was known as an 'extended work week' to work 48 hours per week, but the time and one-half rule continued to apply. Consequently, the employees concerned throughout the war, received 52 hours' pay for 48 hours of actual work, that is to say, they received time and one-half for the 8 hours over 40. In Canada, generally speaking, the normal work week consisted of 48 hours, with overtime pay becoming effective only after the 48 hours.
- (3) It follows that American labour costs per man-hour actually worked were 108.33 per cent, relative to an employer's equivalent cost in Canada. This is not a wage rates comparison, but a comparison of relative labour costs.
- (4) With the war emergency over, hours were reduced to 40 in the United States. Assuming that the same hourly wage rate was paid on a 40 hour basis, as was paid on the previous basis, the employer would find that he was no longer faced with a 'premium payment' for overtime. This is to say that the employer's cost per unit of work for 40 hours was reduced to 100 per cent, and the employer saved 8.33 per cent of his previous overall wage cost.
- (5) Such a situation did not continue for long. Hourly wage rates for many of the major industries in the United States were increased by 18½ cents coincident with a reduction or return to a 40 hour week. The United States employer, therefore did not save the 8.33 per cent, but he was in a position of having to that extent, 'prepaid' a portion of the 18½ cent per hour increase.
- (6) As an illustration, let us take the case of a workman whose hourly rate was \$1 in the United States during the war. Because of the overtime premium for the

8 hours' work performed in excess of 40 per week, he actually earned \$1.08½ per hour. That was the cost of his labour to his employer. With an 18½ cent increase in the United States, for the 40 hours actually worked, the employer's actual labour cost was only increased by roughly 10 cents an hour, that is, 18½ cents less 8½ cents. It follows that in like circumstances a 10 cent per hour increase in Canada would be the equivalent of 18½ cents in the United States in terms of an employer's unit cost of production. This equation would, of course, be different at each wage rate level.

- (7) It should be noted, too, that in both Canada and the United States, improved efficiency of the worker, in machinery and in production methods would be a variable tending to off-set such increase to a greater or lesser degree. My own view is that an employer, whether he is in the United States or Canada, who reduces hours of work and increases wages to maintain take-home pay, does not thereby increase his labour unit cost to the full extent of the increase in wage rates. Time studies would indicate that in many operations, (it does not apply to all, however), production is higher on a 40 hour week than it is on a 48 hour week. Lessening of fatigue is the dominant factor in this contention.
- (8) It should be understood that in the United States, the wage adjustments made, do not mean full maintenance of take-home pay. In the cases to which I have referred, the workers, on a 40 hour week, with an 18½ cent increase, by and large, take less money home now than they did under the plan wherein they received 52 hours' pay for 48 hours' work. The only employees whose weekly take-home pay would remain the same are those whose rates were not more than 60 cents and have now been increased to 78½ cents. An employee whose wartime rate was \$1.00 and a weekly pay of \$52.00, i.e. \$1.00 x 52 hours for 48 hours' work. If he now works 40 hours and his pay is \$1.18½, he will receive \$47.40-\$4.60 less than during war time.

MR. ARTHUR MACNAMARA

The testimony of Mr. Arthur MacNamara, Deputy Minister of Labour, which was concerned mainly with the events leading up to the steel strike, contained a number of

references to wages. On June 27, he said, he had made a proposal to Mr. Cotterill, who was representing the United Steelworkers, that "the Department under a plan in mind, could arrange for the appropriate Regional War Labour Boards to issue a directive for a rate increase equal to 10 cents per hour, the increase to be worked out in a manner found desirable and reasonable by the union. One method suggested was that an increase of 8 cents per hour be granted all around, and in addition that overtime rates of time and one half be paid after 44 hours per week on the understanding that the plants would operate 48 hours per week for the present. The Deputy Minister gave a firm commitment that he would request the wage boards to issue the directive and also that, if an appeal was taken to the National Board, he was quite convinced the latter would not upset the decision." This commitment Mr. MacNamara later explained, was made at a time when an amendment had just been made to the Wage Control Order giving wage boards greater power to grant increases, and following consultation with the Chairman of the National War Labour Board, who had given his opinion that the increase would meet the approval of the regional board. It was the practice of the Department of Labour to leave the boards alone to make their own decisions in accordance with the provisions of the wage orders.

On July 11, following the appointment of a controller and prior to the outbreak of the strike, the Deputy Minister notified the union and local unions "that the Minister of Labour had already arranged with the controller that an application be made to the appropriate regional boards for an increase of 10 cents per hour effective immediately in the three plants. This would leave for discussion with the commissioner the question of retroactivity of wage increases. If the commissioner so recommends, the controller would make further application. The commissioner would also have to make recommendations on matters of union security, hours of work and other issues in dispute. The question of the differential at Sydney was in the hands of the National Board, which was giving it sympathetic consideration."

In regard to the 15-cent increase in British Columbia, Mr. MacNamara said that the settlement had been proposed by Commissioner Sloan and passed by the Regional Board after some hesitation. "I must say," he continued, "that we made no attempt to interfere with the Regional Board in the matter. We did not, for example, say to them that they must not grant this increase of 15 cents, nor is it our practice at any time to do that.

These boards are not put in a straightjacket. They are there and have to make their own decisions. I must admit that we would have felt much happier if that had been disposed of at something less than 15 cents." He pointed out that a large percentage of the products of the industry were exported, which meant that there was less pressure on the Canadian price ceiling than if a similar settlement were made in steel.

Mr. MacNamara held the view that liaison between the War Labour Boards and the War-time Prices and Trade Board was sufficiently effective in its present form.

HONOURABLE DOUGLAS C. ABBOTT

The Honourable Douglas C. Abbott, Acting Minister of Finance, presented a statement putting forward the Government's views in regard to the stabilization program.

He supported the general attitude expressed by Mr. Donald Gordon in regard to price control, stating that Mr. Gordon had "amply demonstrated his ability and his integrity," and that his opinion represented "an expert and unbiased view on a problem where such views are most difficult to obtain".

The increase in the cost-of-living index of about 5 points since the end of the war had been, he said, not unexpected. "Some readjustment in prices was inevitable following the conclusion of hostilities. Increased costs which had been carried by war business had, in part, to be recognized in peacetime. A start had to be made in removing subsidies and in facing up to the higher costs which were temporarily absorbed by these wartime payments. We could not entirely insulate ourselves from the effects of higher prices in other countries and this factor, too, has had some impact on our prices. Finally, some prices had to be adjusted upward if we were to obtain the necessary volume of certain essential commodities, such as butter and pork. Some readjustment was unavoidable. Every effort has been made to limit it to the smallest practicable amount. The Wartime Prices and Trade Board has done everything feasible to minimize the price advance. It has carried on its fight for the consumer, that is, for all Canadians, questioning and investigating applications for higher prices, turning down many and paring down most of the remainder. It has been a difficult and harassing task, for the applicants seldom, if ever, got what they wanted and Canadian labour and the public generally have bitterly complained about those increases which could not be avoided. Nevertheless, it was a job that had to be done—the alternative was runaway inflation. There was no possibility, as some people appear to think, of holding prices absolutely stable.

"The readjustment in prices, to which I refer, has been necessitated by increased costs which gradually worked themselves into our economic system going back in some cases as long as three or four years ago. While the readjustment has not been fully completed, and while we cannot look forward to entirely stable prices, it is the government's belief that much of the readjustment to immediate post-war conditions has now occurred.

"The breakdown of O.P.A. in the United States admittedly added greatly to the potential menace of inflation. Less than a month ago, however, the Government took vigorous steps to adapt price control to meet this and other changes in conditions. It introduced somewhat more flexibility, particularly in regard to wage control since that was necessary and appropriate to the development of a healthy peacetime economy, and to our traditions and basic rights. At the same time, it concentrated the price control machinery, which was heavily overburdened, upon the more essential items in family expenditure, and as a further major step in combating inflationary pressures from abroad it raised the Canadian dollar to parity with the United States dollar.

"The Government believes that this program makes it possible to maintain effective price control and to maintain orderly economic conditions while production expands and gradually overcomes the widespread shortages. This vital objective can and will be achieved provided always that we have the good sense not to embark upon a new cycle of cost-price increases. Price control has still to contend with the very serious pressure of cost increases which are already present in our economic system. It has still to contend with inflationary pressures from abroad. It has still to contend with the pressure of excess buying power—excess in the sense that sufficient goods have not yet been produced to meet the demands of buyers. If on top of these pressures it had to contend with the effects of widespread and large wage increases, together with the industrial disputes and the major interruptions to production which they involve, it is my opinion that price control cannot stand the strain. At any event, it is a certainty that we should soon find ourselves in a new and more severe cycle of price increases, even if we succeeded in maintaining some semblance of price control.

"We simply cannot dodge the fact that wage increases have the immediate effect of raising costs—of raising costs in an economy where prices are pressing hard against their ceilings. Of course, I do not say that all wage increases mean higher prices. In some cases, business

can absorb increased wage costs within reasonable bounds. In some other instance, there may be a good case for moderate adjustments even when some price increase is involved. And given time, wage increases may be followed by a gradual increase in productivity which may ultimately offset the effect of those very increases on costs.

"What I do say is that we must guard against too rapid and too large an upward adjustment in wage rates, that is, if we want to maintain price control . . .

"With restraint on the part of business and labour, with industrial peace, we can accomplish wonders in the next twelve months. Without such restraint, we shall get a cumulative and mounting increase in prices all along the line and we shall get widespread industrial disputes which will further postpone our progress toward higher production and toward a satisfactory and sustained level of peace time employment and real earnings."

HONOURABLE HUMPHREY MITCHELL

The Minister of Labour, Honourable Humphrey Mitchell, also gave evidence in support of the Government's stabilization policy.

The steel dispute, he said, "hinges on the question of how much increase may be granted without creating a situation which would bring about inflation. This committee has heard from Mr. Donald Gordon that there would be reasonable hope of success if the general wage increase pattern does not exceed 10 cents per hour. But he was very definitely of the opinion that anything higher than 10 cents would create such a great pressure on the price ceiling that it would be his duty to tell the Government and the people of Canada that it would be hopeless to make any further attempt to control the situation.

"That is the carefully considered opinion of Mr. Gordon based on years of experience. But the opinion of officials of the union, as expressed in the evidence, is that Mr. Gordon is wrong. They maintain that it would be possible to grant an increase of 15½ cents without breaking through the price ceiling.

"It seems to me, gentlemen, that the question resolves itself into one of deciding who is best qualified to judge. I for one am of the opinion that the judgment of the man whose responsibility it has been to control the price ceiling through the difficult years of the war should be followed rather than the judgment of others who certainly cannot be said to be disinterested.

"The price of failure is far too great for any chance-taking."

Referring to his appointment of a controller prior to the outbreak of the strike, which action he had taken in the hope of providing a "breathing spell" during which the commissioner, Mr. Justice Roach, might work out a settlement of the dispute, the Minister said: "I believe it was an error of judgment on the part of the Steelworkers' Union Committee that it did not accept the controllership and the breathing space during which a peaceful settlement might have been effected.

"I believe also that the union leaders were wrong in deciding as they did to bypass the War Labour Boards provided for by law and to take direct action, particularly when labour is equally represented on these boards with employers.

"However, it may end, a strike means a loss to the worker.

"The steel strike began on July 15. At the end of next week, August 17, it will have lasted for five weeks. At the beginning of the strike the offer was made of an immediate 10 cent increase. If the offer of a 10 cent an hour increase had been accepted and the individual worker had remained at work, he would have, over the five-week period earned, at the basic rate including 10 cent increase, a total of \$178.80. If he now goes back to work and does not get any further increase, this money is entirely lost."

The Minister pointed out further that "even if the present demand of labour for a 5½ cent increase were granted the situation would still be that, on the basis of a five weeks' strike it would be about 1 year and 4 months or about the end of 1947 before the worker would have recouped his salary losses; while if the strike went on for seven weeks he would have to work for 1 year and 10 months or until July, 1948, before he would have caught up with his losses."

Referring to Mr. Conroy's evidence, and to the difference of opinion that existed between the Government and the Canadian Congress of Labour over wage control policy, the Minister emphasized that "as the policy of the Government and the Department of Labour is concerned, and my own convictions too, we have steadily maintained that there could be no effective price control without a measure of wage control." He stated: "I would like to say that the Government has never said or implied that wages are the only cost of any commodity and I challenge Mr. Conroy to show that the Government has ever so stated."

He disagreed with Mr. Conroy's describing Government wage control "rigid", stating: "There has been no rigid control of wages and

evidence given by the Chairman of the National War Labour Board is quite sufficient without any further statement from me to disprove the idea that there was rigid control of wages."

He continued: "On page 9 of the brief of the Congress reference is made to a suggestion made in January, 1946, to the effect that the Government should encourage the granting of an increase of 10 cents per hour all across the board and it is stated that the Government did nothing about it.

"The answer is quite obvious and it is that, had an increase of 10 cents per hour been arranged in January, 1946, the Government believed that an increase of 10 cents per hour across the board on January 1, 1946, would have broken the price ceilings.

"Mr. Donald Gordon has given evidence to the effect that even to-day in the eighth month of the year it is very risky to concede a 10 cent increase. The risk would have been very, very much greater in January.

"To infer that the Government did nothing about the matter, however, is simply not true, because since that time the Government made two amendments to the Wage Control Order, one effective in February and one in June. Both of these amendments gave the War Labour Boards much wider power and did exactly what the Congress requested the Government to do, namely, 'liberalize wage regulations'.

"A good deal of the discussion of the Congress brief is taken up in condemning Mr. Gordon's expert evidence. Anyone who heard Mr. Gordon's evidence could not be, I feel sure, other than impressed by it and form the opinion that they were hearing the honest view of a man who was putting all he had into his job of doing something which the Canadian people want done, namely, preventing inflation.

"In conclusion let me say that it is not for me to tell this committee what to do; however, I will take the liberty of giving it as my opinion that the Committee will be doing what the vast majority of citizens of Canada wish done if it gives its influence in support of the efforts of the Wartime Prices and Trade Board to maintain prices and prevent inflation rather than lend its support to the Canadian Congress' policy of abolition of wage control and the consequent wrecking of price control."

COMMITTEE'S VIEW ON WAGES

In its final report the Committee said very little on wages, merely stating its conviction that continued price control was only possible with a reasonable measure of wage control.

It urged that much closer contact be established between the Wartime Prices and Trade Board and the Regional and National War Labour Boards, and that matters coming before the Regional and National War Labour Boards be handled expeditiously.

Appended to the report was a statement of the results of Mr. Brockington's unsuccessful attempt to settle the dispute, indicating that the respective positions of the union and the companies remained substantially unchanged.

Mr. Brockington's proposal was that a ten cent increase be granted retroactive to April 1, 1946, and that the question of any further adjustment be submitted to arbitration. Mr. Brockington further suggested: "In considering wages the arbitrators shall take into account the following factors, not however, excluding in any way any submission on other material factors advanced by either party:—

- (a) Advances in the cost of living.
- (b) State of steel production.
- (c) Price control in general and in particular as applied or applicable to the steel industry.
- (d) Patterns of wages and conditions applied to other comparable industries."

Union Security

The issue of union security engendered much testimony and discussion during the course of the sessions and culminated in the recommendation contained in the report of the Committee to the House of Commons "that a measure of union security should follow certification" of a union as a bargaining agent.

The general contention of the labour spokesmen was that the history and continuing development of industrial relations in Canada provided cogent evidence for the acceptance of the principle of union security by management.

MR. C. H. MILLARD

Mr. Millard in his testimony declared that this demand by organized labour was not new.

"In Great Britain, after the repeal in 1824 of the anti-combination laws of 1799 and 1800, trade unions began to enforce their own form of security with increasing effectiveness. In many cases union men refused, and still refuse, to work with non-unionists. It was common practice by the middle of the 19th century. One employer could not even employ his own relatives unless they became members of the appropriate union.

"A modern writer on the history of union security, Dr. Jerome Toner, states: 'In a trade under the influence of a union in the second half of the 19th century, an employer had to

choose between unionists and non-unionists. If he admitted any of the latter, the former left him in a body. That method was legally upheld in *Allen v. Flood* in 1898.'

"Numerous writers on the subject have emphasized that union security is a logical development of collective bargaining. However, quite apart from theoretical considerations, the feeling of organized workers almost invariably supports the thesis.

"Unfortunately", he continued, "it must be recognized that there are some individuals, always a minority, who lack any sense of responsibility. Such people are only too willing to let others shoulder the burdens even when they share the gains. In union language they are known as 'hitch-hikers'. We, of course, want to eliminate those from our ranks."

The union shop, which generally prescribes that an employee must become and remain a member in good standing of the union as a condition of employment, was held by Mr. Millard to be "the most logical form of union security in the iron and steel industry, and it is the form sought by the United Steelworkers of America in contracts to be made with Algoma, Stelco and Dosco.

"The union shop is sometimes confused with the closed shop, which represents a different type of union security. A worker must belong to the appropriate union before becoming eligible for employment in a closed shop. On the other hand, an applicant for employment in a union shop need not be a union member to qualify; he is required, as a condition of employment, to become a member within a specified period, usually 30 days, after being hired. Thus, in the union shop, the employer retains the exclusive and unfettered prerogative of hiring anybody; once hired, however, the worker must accept the responsibilities of union membership as well as the benefits gained for him by the union.

"What has become widely known as 'the Rand formula' is a third form of union security. The leading principle of the Rand formula is that all workers in the bargaining unit are required, by compulsory dues check-off, to support their bargaining agency, but membership in the union continues to be voluntary. It is an attempt to assure that all who benefit will share in the cost of obtaining such benefits, at the same time preserving their freedom of choice as to membership."

He described the Rand formula¹ as a revolutionary development which was being studied with great interest both in Canada and in the United States and presented a detailed

¹L.G. Jan. 1946 p. 123

account of the penalties provided therein for participation by either a union or individuals in unauthorized strikes.

"I want to say now that our steelworkers' union is quite prepared to accept all the responsibilities that go with the Rand formula if we can be assured of the degree of union security the Rand formula provides."

In the establishment of genuine labour-management co-operation, Mr. Millard contended, the primary step was for the employer to grant union security as an indication of his confidence in the agency chosen to represent his workers. Too many employers, he said undertook to initiate "ill-considered schemes for co-operation" which circumvented the chosen bargaining agency through appeals direct to the employees. Such approaches "naturally aroused suspicion among union-conscious workers and discouraged co-operation." The next stage, he said, was for union representatives to reciprocate by assuring and convincing the workers that they could have confidence in the good faith of their employer, and that they should act accordingly. When a facility for practical organizational co-operation in the day-to-day problems of production and efficiency was cultivated, remarkable improvements in safety, efficiency and productivity could be achieved.

At present, he averred, the issue of union security prevents unions from submitting the settlement of disputes to arbitration and discharging the resort to strike action. He said that he believed when the issue was determined and unions were accepted in good faith by employers, as they were in Britain, "labour would very seriously consider the substituting, in practically every case, of arbitration rather than strike."

In reply to a query as to how far the union was prepared to go in the dispute with the three steel companies on the question of union security Mr. Millard stated that he felt that it was in issue only in respect to Stelco.

Union security in the form of a revocable check-off existed at both Algoma and Dosco and these companies "have shown no desire or intention of trying to destroy the union" he said. He added that he did not believe that these companies "would have any great objection" to adopting the same thing, being asked of Stelco (the Rand formula) for the sake of uniformity throughout the industry. Stelco, he said, "has refused to accept the recommendations of the conciliation board" for revocable check-off.

"The union desires to establish union-management relations in the Stelco plants on a constructive basis. This turn for the better can be made possible only by a complete

change of policy on the part of the company. If Stelco were to adopt the union shop, without reservation or qualification, it would go far towards convincing union members that a new era of co-operation and progress is about to begin. In view of past and present experience, the very least the Union could accept in Stelco plants is the Rand formula.

"The Rand formula, with variations, has recently received further recognition. It has been accepted by the International Nickel Company and the International Union of Mine, Mill and Smelter Workers for operations of that company at Sudbury and Port Colborne, after a Board of Conciliation headed by Mr. Justice Roach. It also appears in three agreements lately concluded between the United Steelworkers of America and the Ontario Malleable Iron Co., Oshawa, Fittings Limited, also of Oshawa, and the Grinnell Company of Canada, Toronto.

"In these four instances the principle of the Rand formula was adopted without penalty clauses. No doubt such clauses were considered unnecessary because of the proven responsibility of the unions concerned.

"Since the Ford settlement, a number of other companies in the Windsor area have signed agreements with the United Automobile Workers of America embodying the Rand formula.

"The deduction of union dues by the employer does not, of itself, constitute union security; in conjunction with other provisions, it is one aspect of union security. It is a significant gesture of good-will by a company towards the union. It is also a convenience for the union in that it relieves union stewards of their time-consuming task of collecting dues from individuals."

MR. PAT CONROY

During Mr. Conroy's appearance before the committee he was asked why there was any need for compulsory union membership such as resulted under a union shop. He replied that "a man who refuses to join a union and pay dues is pretty much the same as a man refusing to pay his taxes. He gets the benefit of all the community services and protection. In an industry wage increases apply to all whether they are union members or not. Those benefits apply to every employee regardless of whether or not he is in the union or out of it. We think that the man who is getting the benefit should also pay a share of the load to carry those benefits; and, despite the bogey attached to unions, as a general proposition they are not very prosperous corporations, they take a lot of money to administer, their service has to go on twenty-four hours a day."

Furthermore, he said, in order to establish the best co-operation between the employees and the employer it was imperative that a contract was not qualified by a minority of employees willing to set aside the provisions of the contract itself. "I would say that if the employees on the one hand and the employers on the other are going to do business in a businesslike way then the union that speaks for the employee must, to ensure that businesslike relationship, be able to speak for all the men employed in the plant and affected by the company."

Mr. Conroy said that he regarded the Rand formula as an instrument "which might be successful in a given set of circumstances and might not be successful in others. I would say that in the Ford case so far as the history of that development has come to my knowledge, it has been a distinct help to both the employer and the union; at least, the reports I have received since the Rand formula came into being indicate that the relationship between the Ford Motor Company and the union has never been better than it is since the Rand formula went into effect. My personal opinion of the Rand formula on general principles, while I say it has done apparently a very good job at Windsor, is that in some respects I think that penalties applied against labour are not balanced in relation to the responsibilities of labour; but where it can be fitted into a given situation it is probably first class as a mechanism for establishing good relations. Going on to the history of Windsor, it seems to have worked out all right there."

MR. H. S. HILTON

Opposition to any form of union security in so far as Stelco was concerned was voiced by Mr. Hilton, the company's president. He said that the union argument that union security makes for improved employer-employee relations was not borne out by the experience of the steel companies which have conceded the union this demand. "As a matter of fact", he claimed, "the companies have had the reverse of this experience."

Furthermore, he said, "we maintain our right to hire and retain in our employ any law-abiding resident of Canada who performs his duties satisfactorily. We do not admit the principle that a man should be taxed to secure and hold a job unless he himself so elects. We have a very large number of employees who are not union members. The sentiment of many of them may accurately be described as strongly opposed to the United Steelworkers and their policies. We believe that a union will be supported to the extent that it merits support; that, if it merits support, there would

be no reluctance to pay union dues, and the check-off would be unnecessary. We believe our employees should not be obligated to support any union or organization, but should be free to do so if and when they so desire. The fact that other companies producing basic steel in Canada had granted measures of union security to the United Steelworkers did not prevent strikes during wartime and union security has not prevented numerous work stoppages in other industries."

When interrogated on his opposition to the granting of a revocable check-off, which it was claimed cost the company very little to carry out, Mr. Hilton said that one objection was that the concession was always followed in the following year by a demand for something more: "It all leads up to a closed shop, which I do not approve of either." Another objection was that although there was no formal compulsion involved in the revocable check-off, "there is usually a certain amount of undercurrent of pressure. The fellow who does not sign a ticket has plenty of pressure on him."

The institution of the Rand formula in the Hamilton works would foment acute disturbances by the employees "who would be expected to pay money for something they didn't want," Mr. Hilton claimed. "Much has been said in the testimony about the Rand formula and the union's recent proposal for settlement demands that this be included as one of the terms of settlement of the present strike. This so-called formula, first applied in settlement of the Ford strike, stipulates, in part, that every employee of the company must contribute monthly dues to the union, whether they belong to the union or not, as a condition of employment. In plain English, this means a tax of \$18.00 per year, or possibly more in the future, shall be assessed upon every employee, collected by the company, and turned over to the union in monthly instalments for the privilege of earning a living by working at Hamilton Works. The formula provides specifically that it must be collected from every employee eligible to join the union, whether he wishes to belong to it or not, or whether he wants to pay this tax or not. He either pays or the company must fire him, no matter how industrious, conscientious or efficient he may be. This portion of the Rand formula infringes the civil right of employees to pay toward the support of an organization or not as they see fit."

MR. GORDON MACMILLAN

Little extra cost was experienced by the Algoma Steel Corporation in implementing the revocable check-off, Mr. MacMillan stated. He

characterized it as being merely "another column on the books". He said there was no problem in carrying on the check-off because of the company's very full union membership but that he thought the problem at Stelco differed with the divided situation as between union and non-union employees.

The check-off clause in the Algoma contract reads:

The company agrees to continue the practice of deducting union dues on a voluntary basis and upon receipt of signed authorizations from new employees or those not now members of the union, agrees to deduct monthly from the earnings of such employees, the regular union membership dues and to remit regularly each month the full amount of dues so collected to the financial secretary of the union. Having signed an authorization no employee shall be entitled to cancel the same except on giving sixty (60) days notice in writing to the union.

MR. C. ANSON

The views of management on union security were further expanded by Mr. Anson who said that "in accordance with the Trade Union Act of Nova Scotia his company has been collecting dues for the union by means of the check-off." This was introduced at Dosco in 1937 and has continued up to the present. The management, he stated, fully recognizes the right of its employees to belong to a union of their choice and continues, as in the past, to enlist the co-operation of the union in solving its problems and in striving for better and still better employer-employee relations.

"However, the management does not subscribe as to the principles of the union shop suggested by the union. The management believes that every employee should have assured to him absolute independence of thought and action in matters purely personal to himself. Every person now in the employ of the company entered its service enjoying the unrestricted right, so far as the company is concerned, of associating himself with a union or not, as seemed best to him, and of ceasing to be a member of such a body when, in his judgment, it was in his interest to do so. The company then had, and now has, no intention of interfering with its employees in their exercise of this right.

"It is our belief that if the company, by agreement with any union, commits itself to the proposition that it will discharge from its service any member of a union who, for reasons which he considers sound, elects to disassociate himself from the union, then the company is lending itself to a coercive and intimidatory policy which is entirely at variance with the essential principle of the democratic way of life which assures to each individual citizen

unfettered liberty of action in purely personal matters.

"We believe that the union shop proposed offends against the primary principle of individual liberty inherent in democracy. It is our view that, if a union gives useful service to its members, and this one may well do so, it will have no difficulty in securing and retaining a membership who will contribute dues proportionate to the benefits received from its activities, and we approve in principle of such associations. The membership in such a union voluntarily sought and willingly continued by individual workers should make for improved relations with employees and a finer and more useful concept of the mutual obligations which are involved, but we cannot believe that the same results will follow in the case where the employee who has justifiably lost faith in his union or its directors is compelled to continue as a member of it and to contribute to its activities or lose his right to work.

"And now, a union which commands the respect and enjoys the confidence of its members does not require anything else to build itself into a strong entity. In Great Britain, where perhaps it will be granted that unions have grown far stronger than in any other country, those unions have not needed the closed shop and the check-off, they have reached that point by wise leadership, interest on the part of members in union affairs, instilling pride of craft in the members, and by enabling employer and public, generally speaking, to look upon them as bodies who live up to their obligations.

"The management of the Sydney steel plant has already suggested to the commission now sitting on the steel dispute that the findings of that commission should contain some recommendation to bind the union to fulfill the obligations of any contract it signs and make mandatory the imposition of penalties for the breaking of such contract. The application of penalties should not be left to the discretion of either management or union. They should be mandatory.

"Several ways of attaining this end might well be suggested, such as:—

- (a) The stoppage of the check-off for union dues for the balance of any contract in the event of that contract being broken by the union or by any of its members.
- (b) The imposition of fines on members of the union taking part in any stoppage of work or slowdown in violation of the contract. The automatic discharge from employment without recourse of any employee taking part in stoppage of

work or slowdown in violation of the contract.

- (c) The requirement of the union to be incorporated so that it can be brought under the jurisdiction of the courts and held liable for damages arising out of a violation of the contract.

and perhaps:

- (d) The loss of seniority rights of any employee taking part in the strike or slowdown in violation of the contract.

or perhaps:

- (e) Loss of vacation privileges which he might otherwise enjoy for taking part in a strike or slowdown in violation of the contract."

MR. L. W. BROCKINGTON

In his unsuccessful attempt to effect a settlement in the steel dispute, Mr. Brockington proposed that the matter of union security at Stelco be resolved by a secret vote of all employees supervised by the Dominion Department of Labour on the question of irrevocable check-off of dues from union members during the bargaining period. In regard to Algoma and Dosco he proposed submitting the form of union security to arbitration.

Vacations with Pay

The original demand of the union in regard to vacations with pay was that the three companies grant two weeks' vacations with pay for each individual. This was subsequently modified to a demand for one week's vacation with pay for employees with more than one year's service with their respective company, two weeks for employees with five years of service and three weeks for employees with twenty-five years. These demands met with varied response on the part of the companies.

MR. C. H. MILLARD

The views of the steel union concerning the need for vacations were outlined to the Committee by Mr. Millard. He stated that, "workers who have toiled long hours for six years and more to provide the materials of war are entitled to more consideration than they have been receiving. There has never been any justification for the denial of vacations; indeed, they have always been in the best interests of the nation. The partial recognition recently given the workers' rights through legislation in no way invalidates their claim to equality of treatment with other groups, more fortunate but certainly no more deserving.

"Absenteeism could be reduced considerably by the establishment of adequate vacation plans. Workers who, after labouring long hours for many months, are denied a rest period sufficient to rebuild their wasted energies become worn out and indifferent. Their morale falls to a low ebb and production schedules suffer.

"All workers in heavy, arduous, health-impairing jobs are entitled to at least two weeks' annual vacation with pay. We would go farther and claim that in the smelters, steel mills, foundries and mines, two weeks' vacation every six months is the minimum required to enable a worker to give efficient production day in and day out.

"Health records and insurance statistics in regard to these industries give proof of our claim. Rare indeed is the man who can perform a normal day's work when he reaches pensionable age. Usually he is either out of work altogether or working at some poorly-paid job awaiting his retirement. Such a situation is not in keeping with present day trends toward more equitable treatment of all groups in society.

"But there is another side to the question.

"Magazines and newspapers are carrying a variety of advertisements extolling Canada as a vacation paradise. Much of this advertising is aimed at the foreign trade; the rest of it concerns only those whose bankbooks and leisure time permit them to visit holiday resorts for several weeks.

"Few, if any, steelworkers have either the time or the money to enjoy such vacations. They will remain at home in the steel towns while others more privileged enjoy the pleasures Canada offers to vacationists.

"Canada's steelworkers want a real annual vacation, too. They want to enjoy the country they have helped to build, to ride in the automobiles made of the steel they have produced, to travel along the railway tracks forged in their smoky shops.

"At present Algoma gives its employees one week's vacation for one full year of employment and two weeks' vacation after fifteen years' employment. Stelco gives two weeks' vacation after twenty-five years' service, in addition to one week after one year. Dosco allows one week after one year's employment.

"Many Canadians make their living out of the tourist trade. Authorities inform us that a number of veterans are hoping to earn their livelihood at this business. It is an enterprise that has opened up thousands of square miles of Canadian territory which would otherwise still be uninhabited.

"Canadian steelworkers should have the opportunity of turning over part of their earn-

ings to these other Canadians. For in the process they would not only be enjoying their own country in the company of their families, but they would be assisting their fellow countrymen to gain a livelihood.

"For these reasons Canadian steelworkers believe it is time for the introduction in the Canadian steel industry for two weeks' annual vacation with pay after five years' service and three weeks' annual vacation with pay after twenty-five years' service."

Employers' Attitude

During his early testimony Mr. Hilton stated his company was prepared to concede the union its original demand for two weeks' vacation although the increased cost accruing to the company in hiring substitutes during vacation periods to maintain full production was four per cent of the pay-roll.

Mr. Anson opposed the vacation demand on the basis that the financial deficit that resulted from the company's operations prevented it granting a condition which would further add to that loss.

"On the question of vacations with pay, the management of the Sydney steel plant is not opposed to the principle of vacations with pay. It now gives its employees one week's vacation with pay, providing they have lived up to the agreement with the union covering same, which requires certain attendance at work to qualify for such vacation.

"It is presently costing the company \$112,000 per year to pay for the one week's vacation now enjoyed by its employees.

"The present request of the union at the Sydney steel plant is for two weeks' vacation with pay for each individual. To this the company does not subscribe. If any industry could afford to grant more than one week's vacation with pay, it is our contention that only employees of long standing employment with the company should be entitled to same.

"However, the management is obliged at this time to oppose the granting of additional vacations, even to such employees. To do so would add considerably to the production costs and, inasmuch as the Sydney steel plant is now operating at a loss, it fails to see how anybody can recommend anything which will add to that loss.

Mr. Brockington

The proposal proffered by Mr. Brockington in his attempted settlement was that the companies grant the union's new vacation demands for one week's vacation with pay after one year's service, two weeks after five years' service, and three weeks after twenty-five years' service. He also proposed the

substitution of pay for holidays over one week if production efficiency made it desirable and the paying of time and one half for statutory holidays if worked.

Industrial Councils

The establishment of tri-partite industrial councils composed of representatives of labour, management and the public possessing wide jurisdiction over decisive industrial matters, was extensively endorsed by labour representatives as a constructive step in fashioning a formula for the prevention of labour disputes.

This contention was disputed by Mr. Hilton who said that the management of his company failed to see how such a council could make a worth-while contribution to the iron and steel industry and to industry in Canada generally.

Mr. C. M. MILLARD

Mr. Millard described the council proposed by the union for the iron and steel industry as being patterned upon the international committees, established by the International Labour Organization in certain basic industries such as iron and steel, mining and transportation.¹

"Those committees are being established for the purpose of finding out what are the world's markets, and trying to apportion the world's business in iron and steel so that it can be operated on an equitable and some kind of planned basis throughout the world.

"It has been our hope that in Canada we could have a corresponding national committee made up of representatives of labour, the appropriate union or unions—in this case there is only one union operating in basic iron and steel,—and the employers representative of the various divisions of the industry such as primary iron and steel making, fabricating and foundries, and representatives of the public and government in order that we could sit down and arrange the industry in such a way that it could operate efficiently to take care of our export and domestic needs. We have been attempting for some years, through direct negotiations with the government, to have such a committee established. We have through the Canadian Congress of Labour since 1940 been attempting to have such a committee or council established in the steel industry. But so far our attempts in this regard have been unsuccessful. Under the regulations under which we operated during the war there was opportunity for designation

¹L.G., June, 1946, p. 729.

of certain industries as national employers; and we have attempted on several occasions through the Department of Labour and by direct application to the War Labour Board, and subsequent to the steel strike in 1943, to be so designated for the steel industry in Canada. I say that all our attempts in that regard have been fruitless up to the present time. We have no hard and fast rules or ideas regarding such a council. We believe that such a council should be established and that it should work out the manner in which it can function in the best public interest in Canada.

"We have in mind by way of a national council one that would be representative of the employees in industry, of the employers in industry and representatives of the public or government so that the public interest can be ascertained and safeguarded, and also so that the industry can develop on some kind of a planned basis having regard of what our domestic requirements are as well as for our export trade. As to what the exact power or authority of the council would be I think, as I said before, that should be determined after the council was established, and the production and importance of the industry would be considered. They would have to do a certain amount of planning and regulation of the industry such as was done during the war to meet the national emergency; in other words, they should have some control over the placement of orders and in the development of the industry generally. I would say here that I regard with some misgiving that we are developing reserves of iron ore in this country and shipping it abroad when it seems to me it might be processed at least to some extent in this country and provide a much better industry than we now have. This country now purchases from 20 to 25 per cent of steel from the United States and other places, and while there may be special types of steel, and special shapes and sizes and so on, nevertheless it seems to me more could be done in Canada by way of the development of the steel industry; and I think that should be undertaken under the auspices or control of some kind of an industrial council such as I have indicated."

MR. PAT CONROY

Mr. Conroy recommended the constitution of such councils for each industry as a helpful means in "laying a foundation for the prevention of industrial disputes in the future. These councils", he said in his recommendation "would have jurisdiction over every problem of each industry including profits, prices, production and wages." He held that they

should function "under some form of social control through the government to maintain full production and consumption and to secure a proper balance of profits, prices and wages for continuous maximum production and consumption...."

"During the war our congress said to the government, 'now is the time to lay a foundation for industrial peace in the years ahead.' We asked the government of the day to sponsor a program of industrial councils. In each industry the council would be formed on a tripartite basis of representatives of industry, labour and the public. These industrial councils would be, in effect, boards of management in their respective industries and would have the right to discuss all matters relative to maintaining peace in each industry. In short, the jurisdiction of each council would be all-embracing, and take in production, wages, practices, and anything and everything that would have to do with the welfare of the industry and in developing and maintaining good relationships."

The realization of industrial peace and the achievement of full employment could not be attained by employers alone, Mr. Conroy claimed, but necessitated granting to labour a status commensurate with its investment. "Labour has to be accorded a status representing one-half of the investment in the enterprise. The surrender of the right to strike and the assumption of a full measure of responsibility in the economy's operation could be realized only if the country extended to labour a status of equality with industry merited by its investment." He felt that the proposed industrial councils provided labour with the means of making a contribution to the establishment of good industrial relations. "First of all, it will bring more parties together, a thing that is very sorely needed. And I think there is a very great need of getting people together, and in that way it can play a very important part, a getting-together on public forums such as this. The present basis of contribution seems to be for both parties to try to make peace with a sling shot in each pocket and then they proceed to fire rocks at one another to maintain their good relations. I say you cannot agree with a man you do not see. You have got to know him. You have got to sit around the same table and find out what is going on in his mind, to find out his problems and let him find out your problems; and when they are found out on both sides with development of mutual respect, both employers and in the unions, a sure foundation will I think be laid for trust instead of suspicion by the elimination of the agitative status of the unions

on the one hand and the employer on the other. Well, here at the present time, the contribution to peace by the employer for instance, will be that he will say that the union leader is a communist. And your employer is quite surprised, in fact many times amazed, when you say to him, 'do you know what this union leader says about you?' 'No', he says. He says, 'you are a fascist'. There are problems on both sides. First of all you bring both parties together in an atmosphere of mutual respect. Secondly, you delve into the other parts of industry, and on the theory that labour is at least equal to capital—because investment in labour is at least equal to money invested—the problems are mutual.

"The outcome of a badly developed industry or a good developed industry is going to have an impact on both parties. I think that all the problems of industry are the problems of both parties. There cannot be reservations on either side. And in our economy as soon as we bring commodities into being they are for only one purpose, to consume them; because there is no other purpose in making shoes, washing machines, or anything else, they must be consumed. We say that industrial councils planning the production in industry—if we must have profits let us relate profits to wages in their proper perspective, get a balance in the industry; and, having done that by popular, and social control or the government—have a supervisory voice over these councils in the interest of the public and lay a foundation for maximum production and maximum consumption."

Mr. Conroy described the proposed councils as closely resembling in principle the working parties constituted in several British industries.¹ These working parties, composed essentially of labour and management are conducting investigations into the methods of organization, production and distribution in their respective industries in order to report what measures should be taken to improve the stability of operations and increase efficiency generally.

Mr. H. S. HILTON

The claims of labour regarding the contributions that the establishment of such a committee would make in the iron and steel industry were contested by Mr. Hilton.

"It is difficult to see," he said, "wherein such a committee is necessary or even likely to further these admittedly desirable ends to any extent." He held that the fields of activity of

the proposed councils were already amply taken care of by departments of the Provincial and Federal governments.

"If such a Committee as that suggested is to be established under government auspices in the steel industry, where will the example thus established stop? It is important, in making a first step, to attempt to foresee what the succeeding steps which will unavoidably follow will be. Will we have such committees for all industries in Canada? If so, who will be responsible for their co-ordination and relationship? Where would suitable and competent representatives of the public be found to sit on all these committees? The cost of administration, etc., would be substantial and would constitute another burden on the taxpayer."

Mr. JUSTICE ROACH

In response to a request for some suggestions or ideas as to the improvement of the machinery presently operating for the settlement of labour disputes Mr. Justice W. D. Roach suggested the establishment of industrial councils. He said he thought such councils "possessed considerable merit." He testified that during his discussions with the union and the management of the steel companies he had received some favourable reaction from both sides on this question.

"With the greatest humility, gentlemen, and again stressing the fact that I am not an expert, I suggest this for the consideration of the committee that there should be set up a steel industrial council of five men, one nominated by labour, one nominated by the industry and three chosen from the public as representatives of the public; one from the Maritimes, one from Quebec and one from Ontario.

"The three public men should not, in any way, be associated with the industry, or in any way associated with the union, and they should be divorced from politics. They should be men chosen from the public who are outstanding men, whose judgment will find favour with the public, and who will be regarded by the public as the ultimate of unbiased judgment."

Justice Roach held the power of such a council would lie, not in any decisive power, but, in its ability to submit a dispute to the "bar of public opinion". The council would be an unbiased body capable of conducting an investigation into an impending dispute and submitting the results to the management, the union, to every employee and to the public, before a stalemate has occurred which

¹L.G. June 1946, pp. 721-32.

could foment strike action. "I suggest that no company and no union can stand up against adverse public opinion."

National Standards.

Opposition was registered by the management witnesses to the demand of the steel union, that the industry be designated as a national employer and national labour standards established for it. The company representatives disputed the union claim that a similarity of operations between the three companies, which during the war was subject to national control of production, priorities and prices, demanded national recognition in the interests of the nation.

They claimed that different operating costs and variations in the type of products produced would make such an arrangement unsuccessful.

Mr. C. H. MILLARD

In outlining the basis for the union demand, Mr. Millard stated that during the war years, and since the end of the war, steel has been recognized as a national industry for all practical purposes except in labour relations.

"For example, the industry was subject to national control of production, priorities and prices. It was obvious that an industry so essential to the war effort, an industry without which the unprecedented growth of manufacturing generally would not have been possible, deserved the fullest national recognition, assistance and control.

"Unfortunately, in the field of labour relations and collective bargaining, the industry was dealt with on a local or regional basis, resulting in a chaotic patchwork system of wage rates and working conditions which caused endless friction and misunderstanding among the workers employed in the industry, their employers and Government agencies.

"Although mining and shipbuilding had national recognition for collective bargaining purposes, workers in steel were obliged to seek redress before provincial tribunals. Such was Government policy, and also the policy of the companies, except for a few days in 1943, when a spontaneous strike closed the plants at Sydney, Sault Ste. Marie and Trenton. Then, for a few days, and a few days only, until the men were persuaded to return to work, the industry and its problems were dealt with as they ought to be dealt with, on a national basis.

"Ever since December, 1941, the Union has asked for national recognition, so that collective bargaining and other proceedings in labour

relations could be conducted on an orderly national basis and not in piecemeal fashion.

"The steelworkers' claim for national wage standards in the industry is reasonable and well-founded. It would be unrealistic and illogical for the Wartime Prices and Trade Board to discriminate between different companies in the matter of price increases. It is equally unjustifiable to discriminate between their workers in the matter of wage standards."

Mr. H. S. HILTON

"This policy of national recognition was without any sound reason", Mr. Hilton contended. "The three primary Canadian producers are widely separated geographically; the products produced by them differ considerably; raw materials, which have an important effect on the cost of steel production, differ in quality and in cost of assembly; availability to points of consumption and cost of delivery to such points also vary; equipment in use differs in efficiency as well. Without the slightest desire to make comparisons which might be construed as unfavourable to the other two companies, it is nevertheless a fact that the employees of our company enjoy advantages, already enumerated, not available to the employees of the other two companies. Furthermore, our company has a history, also previously stated, of consistently paying higher wages than they do. It is our firm conviction that the destiny of our employees has nothing to gain by being linked with the employees of the other two companies involved in this present steel strike.

"We have stated that our employees have been consistently better off than those of the other two companies, and there is no reason why the destiny of our employees should be linked with that of employees of any other company. There is no reason why they should be limited to conditions determined by local situations prevailing elsewhere in the country and determined by the fortunes of other companies. Our Hamilton situation differs from that of the other two companies in a most important respect—namely, that a very large proportion of our employees are out of sympathy with this strike and are in our plant working in conformity with the Government's order in council. This condition alone, which must be taken into consideration in any strike settlement, is sufficient to put the Hamilton works' situation in a different category from the others.

"I am firmly of the opinion that any settlement reached by the Steel Company of Canada should be based upon its own circumstances and conditions and that any attempt to reach a settlement dictated or affected by

conditions prevailing elsewhere will only result in further confusing a situation which is already sufficiently difficult."

Neither Mr. MacMillan nor Mr. Anson expanded the views voiced by Mr. Hilton on this aspect of the union's policy. Their statements, however, reiterated Mr. Hilton's claim that the many phases of dissimilarity which existed in the organization and operations of the three steel companies precluded success of any such plan.

MR. PAT CONROY

Mr. Conroy stated that "so far as the needs of the nation are concerned, the function of

industry should be dedicated to producing the maximum of the people's requirements. To that end—since production serves in no sense, no matter what the political theory may be, unless there is an end to the production and unless the end to production is consumption—I would say to maintain full employment, continuous production and consumption, we must have mechanism in each industry and overall mechanism on top of it to ensure that breakdowns may be avoided, for equating the consuming power of those who have it and need it with the money that it produced in the sum total of all our individual industries."

Report to House of Commons

Following the completion of the taking of evidence the committee met in camera to compose the report which it presented to the House of Commons. Concurrence in the report was subsequently recorded by a vote of 129 to 28.

The text of the recommendations follows:

"Your Committee, in the light of the evidence heard makes the following recommendations:

1. (a) That the proposed Dominion-Provincial Labour Conference be called at the earliest possible moment to draft a labour code within the limits of the Canadian constitution and with a view to establishing machinery for the prevention of dislocations in Industry;
- (b) That in the interval much closer contact be established between the Wartime Prices and Trade Board and the Regional and National War Labour Boards.
- (c) That matters coming before the Regional and National War Labour Boards be handled expeditiously.
2. Your Committee is convinced that continued price control is only possible with a reasonable measure of wage control.

Appendix I—Statement of Mr. C. A. L. Murchison, K.C., on Wage Stabilization¹

1. Wage stabilization as a part of the overall effort to hold price ceilings against the threat of inflation first became mandatory on November 15, 1941, with the coming into effect on that date of the Wartime Wages and Cost of Living Bonus Order, P.C. 8253.

The following appendices contain the factual statements made by the representatives of the Department of Labour, outlining the established machinery for handling industrial disputes.

3. Your Committee recommends that a measure of union security should follow certification.

4. Law being the basis of our society, your Committee condemns:—

- (a) the policy adopted by some unions and some employers of disregarding the legal machinery provided for adjusting wages and settling disputes;
- (b) breaches of the Law of Canada by the use of physical force or otherwise either by employer or Union.

5. Your Committee recommends that the law of picketing be studied with a view to its modernization and clarification and for the purpose of making it more effective for the protection of the rights of all elements in the community.

6. Your Committee recommends that the Minister of Labour may, at the request of either party to an industrial dispute, and if he deems fit, either before or after a strike is in progress, direct that a strike vote be taken under Government supervision, to determine the wishes of the men affected as to whether a strike will take place or otherwise.

7. Your Committee recommends that the controllers appointed by Order in Council P.C. 2901 be instructed to implement the terms of such Order with such modifications as the Government may determine."

Order in Council P.C. 8253 provided that an employer's wage scale established as of that date was to be stabilized. Thereafter, he could make no wage increase in a single rate or in the maximum of a range of wage rates except upon application to and receipt of authority from a war labour board.

Such boards were empowered to prescribe wage increases only when they found an employer's existing wage rates to be low as compared with rates generally prevailing for the same or substantially similar occupations

in the locality or in a locality which in the opinion of the board was comparable.

The Order also provided that cost of living bonuses were paid according to a formula therein laid down, which bonuses would be increased or decreased as might be directed by general orders of the National War Labour Board in accordance with the rise or fall of the Cost of Living Index for succeeding months above or below the index number for October, 1941 (114-6). Actually only two such general orders were issued, one calling for the commencement of payment of a mandatory cost of living bonus or increase in existing bonus as from August 15, 1942, and one calling for an upward adjustment in such bonuses as from November 15, 1943. The total Cost of Living Bonus so ordered was ninety-five cents per week or 3-8 per cent of the wage rate whichever might be applicable to particular employees under the formula.

It will be remembered that the cost of living bonus principle to meet increases in living costs as reflected by changes in the Cost of Living Index of the Dominion Bureau of Statistics was first introduced by Order in Council P.C. 7440, of December 16, 1940. This Order in Council was not mandatory, however, it being merely a recommendation to Boards of Conciliation established under the Industrial Disputes Investigation Act.

The effect of this earlier Order in Council had been that some groups of workers were in receipt of cost of living bonuses based on the rise in the Cost of Living Index number from August, 1939, just before the start of the war, which was being paid to them in lieu of wage increases, while other groups of workers had received wage increases since the outbreak of hostilities and so received lesser amounts of cost of living bonus. To equalize such situations, war labour boards were empowered by Order in Council, P.C. 8253, to approve payment of cost of living bonuses, on application, based on the rise from the Cost of Living Index of an earlier date than that for October, 1941, but not in any event earlier from the index for the month subsequent to August 1939, in which the employees concerned had last received a general wage increase. The theory being of course that an employee's increased compensation whether from an upward adjustment in his actual wage rate or by way of cost of living bonus would reflect any increase in living costs during the war period.

The Wartime Wages and Cost of Living Bonus Order, P.C. 8253, as first introduced, applied only to employers having fifty or more employees but by Order in Council, P.C. 9514, of December 5, 1941, it was made to apply to all employers in Canada except those of the Government of Canada or of any province or municipality. Later Crown Companies or agencies of the Government were brought within the scope of the Order. It did not apply to agriculture, horticulture, fishing, hunting or trapping, nor to hospitals, religious, charitable or educational institutions operated on a non-profit basis.

To administer Order in Council P.C. 8253, a National War Labour Board was established with Regional War Labour Boards in each Province. Labour and industry were equally represented in the membership of all these boards and generally the Chairman of these boards were the Ministers of Labour of the respective provinces.

At this point it should be explained that Order in Council, P.C. 8253, and the Orders which succeeded it, only apply to employees who were not "above the rank of foreman or comparable rank" or who receive less than a certain designated wage or salary. Employees above the rank of foreman are subject to The Wartime Salaries Order, administered by the Department of National Revenue.

2. As the result of experience gained in the administration of the Wartime Wages and Cost of Living Bonus Order, P.C. 8253, the National War Labour Board found that certain of its clauses required clarification.

On the Board's recommendation, and to facilitate administration, the original Order was, therefore, replaced by the Wartime Wages Control Order, P.C. 5963, of July 10, 1942, which became effective by publication in the *Canada Gazette* on July 14, 1942. No change was made in the basic circumstances under which War Labour Boards were empowered to approve increases in wage rates, nor in the basic conditions concerning cost of living bonuses. Definitions were included as to what constituted a basic scale of wage rates and on certain other pertinent matters upon which the original Order in Council had been silent.

One of the matters clarified was as to the authority which an employer would have to adjust wage rates for any particular classification within the limits of the range of rates for such job or position. Order in Council, P.C. 5963, provided, as did its predecessor Order, that its provisions would supersede any inconsistent provisions of any Dominion or Provincial Law, Order or Regulations.

There was no appeal provision, but the by-laws of the National War Labour Board required that when the membership of a Regional Board were not unanimous in any decision, such application should be referred to the National Board for guidance before a Finding and Direction was issued to the parties, but this did not give authority to the National Board to vary or rescind Regional Boards' decisions so referred to it.

In February, 1943, the composition of the National War Labour Board was changed—the Board being reduced to three Members, one of whom represented employers, another, employees the third Member being a Chairman selected from the judiciary. The constitution of the Regional Boards remained the same as formerly.

Early in 1943 it became apparent that there were inequalities, real or fancied, in the amounts of cost of living bonus paid by different employers often within the same industry. This, of course, came about through the provision that when a general increase had taken place since August, 1939, calculation of cost of living bonus could only be based on the rise in the cost of living index above the index number for the month in which the general wage increase had been granted. To give the Boards power to equalize this type of situation, Order in Council, P.C. 2370, was passed on March 23, 1943, under which a War Labour Board could use an earlier index number than that for the month in which a general increase had been granted when they found such a course warranted in deciding on applications involving cost of living bonuses within an industry. In other words, the Boards were given power to award a full cost of living bonus when considered justifiable.

On March 23, 1943, was also passed Order in Council, P.C. 2320, which provided for a right of appeal which might be carried by interested

parties to the National War Labour Board from a Finding and Direction of a Regional Board. Since that time there have been 681 such appeals.

The National War Labour Board, which had been reconstituted as mentioned under authority of Order in Council, P.C. 1141, of February 11, 1943, held public hearings as therein authorized regarding industrial relations in Canada. Many briefs were presented from organizations, representative of employees, employers and the public generally. As a result of these representations and its conclusions thereon, the Board made certain recommendations in August, 1943, by way of Majority and Minority Reports.

These recommendations, or many of them, and in particular their suggestion that cost of living bonuses should be incorporated into wage rates were made effective by the Wartime Wages Control Order, 1943, P.C. 9384, which on December 9, 1943, replaced Order in Council, P.C. 5963.

3. The Wartime Wages Control Order, 1943, P.C. 9384, required employers to incorporate previous authorized cost of living bonuses into basic wage rates from February 15, 1944, and that type of employee compensation by employers subject to the Order thereafter disappeared.

The powers of a War Labour Board relating to the conditions upon which wage increases could be prescribed were materially changed, it being now provided that a Board could authorize or direct an employer to increase a single wage rate or the rates within a range only if and to the extent that the Board found that such increased rate or range was necessary to rectify a "gross inequality or gross injustice".

In addition to appeals from decisions of Regional Boards by the interested parties themselves, the new Order provided that the National Board should itself review all decisions made by Regional Boards and the National Board could on its own motion, after due procedure, upset a Regional Board's decision if in the opinion of the National Board, such decision was not in accordance with the purposes or provisions of the Order or was otherwise inconsistent. Up to June 30, 1946, 71,858 decisions of Regional Boards have been examined, of these 5,079 have been placed on review by the National Board but after investigation only 442 such decisions have been varied or rescinded.

There have been a number of amendments from time to time to Order in Council, P.C. 9384, found necessary in the light of experience in administering that Order. It was not, however, until Order in Council, P.C. 348, was passed that the powers of the Boards as to the circumstances under which wage increases might be approved were materially altered.

Order in Council, P.C. 348, which came into force on February 15 of this year, abandoned the "gross inequality or gross injustice" formula and instead gave the Boards power to authorize or direct an employer to increase a single rate or the rates of a range to the extent that the Board found such rates low in comparison with the rate or rates generally prevailing for the same or comparable occupational classifications in the same locality or, if no such occupational classifications existed there, then in some other locality which in the opinion of the Board would

NATIONAL WAR LABOUR BOARD

Types of Applications Received Under P.C. 8253, P.C. 5963 and P.C. 9384

From November 15, 1941 to April 30, 1946

		Wage Increase	Cost of Living Bonus	New Positions	Vacation With Pay	Welfare Plan	Wage Incentive Plan	Miscel- laneous Applica- tions	Totals
National.....	C	1,365	175	785	240	68	92	641	3,366
	E	587,865	76,498	56,401	324,191	21,013	12,999	400,600	1,479,565
Prince Edward Island.....	C	576	5	165		26	8	35	815
	E	3,746	170	1,394		602	124	382	6,418
Nova Scotia.....	C	2,626	161	642	69	132	29	161	3,320
	E	82,762	11,012	8,326	24,780	9,319	6,836	28,553	169,588
New Brunswick.....	C	2,378	102	821	59	99	31	137	3,627
	E	33,669	7,184	29,609	10,597	8,167	5,374	10,130	104,730
Quebec.....	C	13,272	1,145	1,673	1,030	1,363	89	2,237	20,809
	E	681,352	260,472	207,441	520,967	493,818	14,062	842,346	3,020,458
Ontario.....	C	18,173	1,141	6,414	1,121	1,470	363	3,588	32,270
	E	357,105	137,921	141,868	246,542	166,409	35,308	522,932	1,608,085
Manitoba.....	C	5,269	171	2,172	217	332	53	331	8,545
	E	40,161	4,649	9,123	14,603	10,863	1,382	25,090	114,871
Saskatchewan.....	C	7,594	134	2,237	102	99	50	462	10,678
	E7	33,694	5,149	10,440	2,368	6,975	1,858	16,470	76,954
Alberta.....	C	4,000	297	2,067	108	267	35	521	7,295
	E	43,990	14,421	23,762	10,387	22,380	2,244	40,934	158,118
British Columbia.....	C	12,386	444	9,615	661	508	77	2,596	26,287
	E	126,915	15,930	75,676	79,839	36,017	2,416	101,324	438,117
Totals.....	C	67,639	3,775	26,591	3,607	4,364	827	10,709	117,512
	E	1,991,259	533,404	564,040	1,234,274	784,563	82,603	1,986,761	7,176,904

C—Number of Cases.

E—Number of Employees.

Sr-2-45.

be comparable. It will be noted that this is a return to the principle which had been in effect from November 15, 1941, to December 9, 1943, under the then governing Wages Orders.

In addition to being empowered to authorize or direct increases found low by comparison War Labour Boards, under Order in Council, P.C. 348, might authorize an employer to vary a single rate or the rates of a range "on such other basis and to the extent as in the opinion of the Board is reasonable in the circumstances and consistent with the maintenance of existing prices of the goods and services which the employer sells".

In administering the Order on those applications made under the alternative power as quoted in the paragraph last above, the various War Labour Boards considered that a responsibility devolved upon them to ascertain that the added labour costs resulting from any wage increase so authorized would not be used as an argument, in applying for or in making price increases.

The Wartime Wages Control Order, P.C. 9384, was again amended on June 20, 1946, by Order

in Council, P.C. 2432. The important change which the amending Order brought in was to rescind these powers as given under Order in Council, P.C. 348, and under which the War Labour Boards had operated from February 15 to June 20, last.

The new provision under Order in Council, P.C. 2432, now empowers War Labour Boards to authorize or direct an employer to increase a single rate or the rates of a range if and to the extent that the Board finds that such increased rate or range is "just and reasonable" and is consistent with and will give effect to the purposes of the Order having regard to all the circumstances deemed by the Board in its discretion to be material.

It should be realized that War Labour Boards are now given a much wider discretion in the matter of directing wage increases, than they have previously had. That discretion is, however, governed to some extent by the paramount principle of maintaining stability in prices. The Order is now broad enough to enable Boards to deal with every known type of case involving wage rates.

Appendix II—Statement of Mr. A. H. Brown on Wartime Labour Relations Regulations

Background of the Regulations

Following a public inquiry into labour relations and wage conditions undertaken by the National War Labour Board in the Spring of 1943, the Board in its report following thereon made recommendations which included a recommendation for the introduction of legislation to provide for compulsory collective bargaining between employers and employees in industry.

Subsequently in November, 1943, the Minister of Labour arranged a conference at Ottawa of the Dominion and Provincial Ministers of Labour to discuss proposals for a wartime labour code to provide for compulsory collective bargaining between employers and employees in war industry and defining and prohibiting unfair labour practices on the part of employers and employees.

Those attending the conference were agreed on the general desirability of the proposals but provincial authorities were not unanimous with regard to the coverage of the proposed legislation. Some provinces favoured the view that all industry should be declared to be war industry and covered by the legislation. Others favoured the application of the legislation only to important industries engaged in war production and leaving with each province the decision as to whether or not the legislation should be extended to apply to other industries under provincial jurisdiction. Almost all provinces favoured the establishment of Provincial Boards by the Dominion in co-operation with the provincial authorities to administer the legislation so that the experience gained in wartime administration would be available in the enactment and administration of like provincial legislation in the post-war period.

Legislation was drafted after the conference, and forwarded to the provinces and to leading labour and employer organizations for critical comment and suggestion prior to the final settling of the legislation. The legislation was settled in final form after replies from the foregoing were received and was passed in February, 1944, under the title of the Wartime Labour Relations Regulations.

Scope of Legislation

The Regulations apply to employers and employees

- (a) in industries normally under Dominion jurisdiction; (Sec. 3 (1) (a))
- (b) in certain specified industries designated as war industries; Sec. 3 (1) (b) and Sec. 3 (2) and (3)
- (c) in industries under provincial jurisdiction where the province by legislation applies the Regulations to such industries. Sec. 3 (1) (c)

All provinces except Alberta, P.E.I., and Quebec passed legislation making the provisions of the Regulations applicable to employers and employees in industries under provincial jurisdiction.

Saskatchewan subsequently in the Fall of 1944 repealed its legislation bringing provincial industries within the scope of the Regulations and enacted its own collective bargaining act covering such industries.

Administration

In all provinces except the Province of Alberta and P.E.I., pursuant to individual agreements entered into between the Province and the Dominion, the Regulations as applicable to the industries specified as war industries in the Regulations are administered by a Provincial Board appointed after consultation with the Province and consisting of a chairman and representative of employers and employees. The Provincial Board also has jurisdiction with respect to provincial industries in the provinces where the Regulations have been made applicable thereto. In British Columbia, the Provincial Minister of Labour acts in place of a Provincial Board. (Sec. 36)

A National Board consisting of a Chairman, and a Vice-Chairman acting in the absence of the Chairman, and four representatives each of employer and employee administers the Regulations with respect to industries normally under Dominion jurisdiction and this Board also acts

as an Appeal Board to dispose of appeals from decisions of Provincial Boards. (Sec. 23)

These provisions for the application of the Dominion Regulations to industries under provincial jurisdiction at the instance of the province and for the establishment of provincial administrative agencies by agreement between the Dominion and the Province will no doubt be of particular interest to the Committee at a later stage in considering problems involved in labour administration arising out of divided Dominion-Provincial jurisdiction in labour matters.

I come now to the particulars of the legislation and its operation.

Certification of Bargaining Representatives (Sections 5-8)

The legislation provides an orderly procedure for the settlement of disputes between rival union organizations or between an employer and a union as to the right of a union or other labour organization to represent employees in any particular establishment for collective bargaining purposes.

A union claiming to represent the majority of employees in an employer's establishment may apply to the appropriate Board established under the legislation for certification of its bargaining representatives. The Board investigates the application, notifies the employer and all other interested unions and holds a hearing if necessary in cases where the application is contested. The Board determines whether the unit of employees which the union seeks to represent and which may comprise all or part only of the employees of an employer is an appropriate unit for collective bargaining purposes and satisfies itself either by vote or otherwise as to whether the applicant has the support of the majority of employees in the bargaining unit. If so satisfied, the Board issues a certificate which has the effect of giving to the bargaining representatives so certified the exclusive right to represent the employees comprising the bargaining unit for collective bargaining purposes.

The employees are bound by the terms of any collective agreement negotiated by these bargaining representatives.

Upon due notice given by either party, the employer and the bargaining representatives so certified are required to negotiate in good faith with one another for the purpose of completing a collective agreement.

A procedure is also provided to enable new bargaining representatives to be certified in substitution of those certified at an earlier date upon application to the Board for such purpose. (Sec. 9).

The procedure to determine representation outlined above is similar in many respects to that provided in the United States under the U.S. National Labour Relations Act.

Of course where the claim of union or employees' organization to represent employees is not questioned by the employer or another organization, it is not essential to obtain certification in order to negotiate an agreement.

Negotiation of Collective Agreement (Sections 10-14)

Following upon the certification of bargaining representatives, negotiations for an agreement may be initiated by either party on ten days' notice to the other. Either party after negotia-

tions have continued for thirty days may apply to the Board for the services of a Conciliation Officer. This request is transmitted by the Board to the Minister of Labour, who makes available the conciliation services of the Department of Labour to assist the parties in negotiations. In event of continued lack of progress by the parties, a Conciliation Board may be appointed by the Minister of Labour on the recommendation of the Conciliation Officer assigned to the negotiations. A Conciliation Board consists of a representative nominated by the union, a representative nominated by the employer and a chairman selected by the two other members or in event of their failure to agree, by the Minister of Labour. It is the duty of the Conciliation Board to endeavour to effect an agreement between the parties but in any event whether or not agreement is reached the Board is required to report its findings and recommendations to the Minister of Labour who sends a copy of the report to the parties and may give it such publicity as he sees fit.

Where wage provisions are involved in the negotiation of a collective agreement, any change in wage rates requires the approval of a War Labour Board under the Wages Control Order before the provisions of the agreement with respect to wage increase may be executed by the parties. (Sec. 10, Subsection 4)

Stoppage of work whether by way of strike or lockout is prohibited during the course of negotiations to effect an agreement and until fourteen days after the Conciliation Board reports to the Minister.

Stoppage of work with a view to obtaining a wage increase or in protest against a decision of a War Labour Board is prohibited by the Wage Control Order.

In effect these provisions bringing into operation conciliation machinery and prescribing a waiting period prior to strike action or lockout are similar to the conciliation procedures prescribed in the Dominion Industrial Disputes Investigation Act which was in effect prior to the enactment of the present Regulations and the operation of which is suspended during the period of operation of these Regulations. (Sections 10 to 14). These provisions also apply in the negotiation of renewal agreements. (Sec. 16)

Term of Agreement

Where a collective agreement has been entered into, it is not capable of cancellation by the parties, without the consent of the Board within less than a year after its effective date but after that time it may be terminated by either party on two months' notice. The purpose of this is to afford an opportunity for revision of the terms of an agreement after the same has run for a reasonable time and at the same time to ensure that an employer and a bargaining agency presently claiming to represent the employees shall not, by joint action, prevent another union having the actual majority support of the employees from obtaining proper recognition. (Section 15)

Arbitration of Disputes in Connection with Collective Agreements

All disputes between parties to a collective agreement arising out of the alleged misinterpretation or violation of the terms of a collective

agreement are required to be arbitrated in accordance with the procedure for final settlement of such disputes contained in the agreement. It is obligatory on the parties to include such a procedure in the agreement. Where this has not been done the Board is empowered to establish such procedure on application of either party to the agreement. The procedure so established becomes a part of the agreement and is binding upon the parties. (Sections 17 and 18)

Unfair Labour Practices

The Regulations also define and prohibit certain actions on the part of employees, unions, employers and employers' organizations commonly known as 'unfair labour practices'. These provisions are designed for the protection of the employer or the employee or the union as the case may be. (Sec. 19 & 20).

Prosecutions under the Regulations may be undertaken by or with the consent of the Board. (Sec. 45)

Appendix III—Statement of Mr. M. M. Maclean on Conciliation Services under the Wartime Labour Relations Regulations, P.C. 1003

Mr. Brown has explained generally the principles of P.C. 1003 and the procedures followed in implementing the Regulations upon application. I shall now give the Committee some additional information concerning the manner in which conciliation services are made available under the Regulations and under other legislation or Regulations having the force of legislation.

After a trade union or an employees' organization has been certified in accordance with the provisions of Section 5-8 of the Regulations the certified bargaining representatives may give the employer notice of their desire to enter into collective bargaining negotiations, or the employers may give such notice to the bargaining representatives. The Regulations require that the parties must bargain in good faith with each other.

When the parties have continued negotiations for a period of thirty days and an agreement has not been completed, either party may request the intervention of either the Wartime Labour Relations Board (National) or its associated provincial Boards, depending upon the jurisdiction sphere wherein the request for assistance originates. The Section of the Regulations providing for this intervention reads as follows:

"If negotiations for an agreement have continued for thirty days and either party to the negotiations believes that an agreement will not be completed in a reasonable time, it may so advise the Board indicating the difficulties encountered and may ask the Board to intervene with a view to the completion of an agreement".

Where certification proceedings have not been instituted for the reason that the employer and the trade union or employees' organization are already dealing with each other under a collective agreement, the intervention of the National Board or its associated provincial Boards may also be requested under Section 11 of the Regulations (which I have

Summary of Regulations

In summary, the Regulations provide

- (1) an orderly procedure for determining the bargaining representatives to represent the employees in an establishment for purpose of collective bargaining, for defining the bargaining unit, for change in the bargaining representatives in accordance with the wish of the majority of employees, and for the negotiation of agreements;
- (2) for compulsory collective bargaining between an employer and the certified bargaining representatives of the employees and for bargaining in good faith by both parties;
- (3) an orderly procedure for conduct of collective bargaining and conciliation measures with a view to reaching an agreement.
- (4) Compulsory Arbitration of Disputes arising out of the administration of subsisting collective agreements;
- (5) Definition and Prohibition of Unfair Labour Practices.

just read) following compliance with Section 16, as amended, which reads:

(1) "Either party to a collective agreement may, on ten clear days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of two months prior to the expiry date, and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such a renewal.

(2) Where either party to a collective agreement has required the other, pursuant to subsection one, to enter into negotiations for the renewal of the agreement, sections eleven, twelve, thirteen and fourteen shall apply to such negotiations for the renewal of the agreement as in the case of negotiations for a collective agreement."

It will thus be seen that where the parties are having difficulty in renewing or renegotiating an already existing collective agreement provision is made for conciliation assistance in the same manner as following certification of bargaining representatives.

The procedure followed in order to obtain conciliation services depends upon whether the business or undertaking affected is one which comes under the jurisdiction of the National Board or its provincial Boards. In five provinces; namely, British Columbia, Manitoba, Ontario, New Brunswick and Nova Scotia, the Regulations have been applied to businesses and undertakings ordinarily within provincial jurisdiction. In the Provinces of Saskatchewan and Quebec, the Regulations apply only to businesses and undertakings enumerated under Schedule A of the Regulations.

When an application is made for assistance in negotiating a collective agreement in any of the provinces I have mentioned, it is made through the provincial Board established by agreement between the Dominion and the various provinces. Upon receipt of the request for intervention or assistance, the Board con-

cerned makes an inquiry to ascertain if the provisions of the Regulations regarding negotiations between the parties have been complied with. This inquiry is not extensive. Generally the Board must ascertain:

- (1) Has the applicant been certified, or is it a party to an existing collective agreement if the latter, is it a bona fide agreement?
- (2) Has the proper notice been given by and to the parties?
- (3) Have negotiations between the parties been carried on for the period of time required by the Regulations?

The request is then referred to the Dominion Minister of Labour.

With respect to works and undertakings that are within the initial jurisdiction of the National Board and works and undertakings in Alberta enumerated under Schedule A of the Regulations, the application for intervention comes direct to the National Board.

However, whether the request for assistance reaches the Dominion Minister of Labour through the National Board or a Provincial Board a Conciliation Officer is appointed either from the staff of the Dominion Department of Labour or the staff of the Provincial Department of Labour in the Province where the

request originates. The Department has arrangements for joint use of conciliation staffs with the Labour Departments of Ontario, Manitoba and British Columbia, and it also has satisfactory relations of the same kind with the Labour Department of the Province of Quebec. The Dominion Department of Labour maintains a staff of Conciliation Officers at Ottawa, Montreal, Toronto, Winnipeg, Vancouver and in the Maritimes.

Appointment of Conciliation Boards

The Sections of the Regulations dealing with the establishment of Conciliation Boards follow closely the procedures laid down in the Industrial Disputes Investigation Act, 1907, which Act was suspended when the Wartime Labour Relations Regulations P.C. 1003, became effective. The Conciliation Board is appointed under Section 13 of the Regulations and the manner of constitution etc., is set forth under Sections 29-35. I may point out, however, that the Regulations provide time limits within which the Conciliation Officer must be appointed, must deliver his report, and also within which a Board must be established and deliver its report, subject of course to extension by joint consent of the parties or by the Minister of Labour.

Safety Rules Where Sulphuric Acid is Used

Rules for the safe handling and storing of sulphuric acid and first aid and safety measures in connection with its use have recently been issued by the Division of Labour Standards of the U.S. Department of Labour. The leaflet is one of a series entitled "Controlling Chemical Hazards."

Sulphuric acid is one of the most widely used chemicals in industry, being employed in the manufacture of fertilizers, chemicals, iron and steel, coal products, explosives, paints, rayon, textiles, in petroleum refining and in metallurgical industries. It is capable of dissolving most metals, of penetrating ordinary clothing, of charring wood and causing painful flesh burns. If large areas of the skin are involved, injuries may prove fatal. Injury or blindness may result from burns of the eye. Mixed acid (sulphuric and nitric) offers the additional risk of nitrous fumes which if inhaled may cause acute lung inflammation with possibly fatal consequences.

Detailed instructions and precautions are set down for handling and storing the acid in the usual shipping containers, boxed glass carboys and steel drums. Since there is danger of ignition by contact with certain combustible materials, and of explosion through the liberation of hydrogen gas from the action of the acid on metals, there should be no exposed lights, fire, sparks or smoking in the vicinity of such containers. Workers should

wear proper protective clothing, that is, felt hats, face shields or goggles, and boots, aprons and gloves of rubber. Storage in sheltered buildings with concrete floors and with adequate drainage facilities is recommended. Filled boxed carboys should not be piled more than three tiers high. They should not be stored where the temperature may drop below freezing point lest bottles break. Drums should be stored with plug upward to prevent leakage.

Containers of sulphuric acid should be kept out of direct sunlight and away from heat. Stoppers of bottles and plugs of drums should be loosened during hot weather, drums at least weekly, to relieve internal pressure. After venting, they should be resealed before moving. Carboys and drums must be emptied by gravity only, never by pressure. All empty boxed carboys must be completely drained before return and drums always returned without washing.

Safety equipment for protection of employees includes approved respirators and masks. Instructions furnished with masks should be followed and drills in the use of masks carried out. Every worker should have his splash-proof goggles with him at all times and wear them wherever there is a possibility of acid burns. Few workers are called upon to wear continuously all the pro-

protective clothing specified. Safety requirements may vary with the amount of exposure. Responsibility for instruction in safe practices and use of equipment rests with each department supervisor. Warning notices printed in languages understood by the workers should be posted in all acid-handling departments.

It is recommended that all employees be given basic first-aid training. In case of accident, at least two workers to a shift should be responsible for notifying a doctor and nurse and for the use of first-aid remedies.

It is strongly emphasized that the outstanding remedy for acid burns is the immediate use of water in quantity. Every wasted second adds to the seriousness of the burns. For this reason safety showers should be provided and tested daily, and for eye injuries a foot-operated bubbler fountain should be immediately available. Treatment should be continued from 10 to 15 minutes. Immediately after even minor exposure to the acid a worker should be required to take a shower and change his clothing.

W.E.A. Conducts Summer School in Vancouver

The British Columbia branch of the Workers' Educational Association held its annual Summer School at Acadia Camp, in the grounds of the University of British Columbia, from August 17 to 31.

Instruction differed from that of former years, when labour and government officials lectured to the students on various topics of general interest to workers, in that only one trade union official was on the teaching staff, all the others being well-known labour educators or outstanding guest lecturers.

Attendance at the Summer School numbered 115, all but fifteen of whom came from various part of British Columbia—Cranbrook, Premier, Trail, Pioneer, Ocean Falls, Britannia, Nanaimo, Victoria, Duncan, Alberni and the Queen Charlotte Islands—and the neighbouring States of Washington, Oregon, California, and Arizona. A falling-off in the attendance of Vancouver workers was considered to be due to the recent strikes there, and the closeness of the school to the City.

Mr. Claude Donald, B.C. Representative of the W.E.A., directed the program of the school, assisted by Mr. Leo Huberman of New York, Mr. Bert McLeach of Boston, Mr. Watson Thomson and Mr. G. S. Culhane, both of Vancouver, and Mr. Harry Fugl, Director of the Seattle Labour School.

Mr. Huberman is well known to the labour movement as the author of several books on labour problems and also for his early leadership in the field of workers' education as Educational Director of the National Maritime Union, New York. He required written examinations of all regular students, awarding them diplomas. Such complete participation of all the students had been attained, coupled with intensive "homework" studies, that there were no failures in the examinations.

Classes were held in the Arts building of the University every morning, with Mr. Huberman taking the first class in theoretical trade

unionism, and Mr. Culhane, General Secretary of the General Shipyard Workers' Federation, dealing with the practical application of these. Mr. Huberman used a method combining a factual presentation of material with complete participation by the class. Emphasizing that only facts count, he would call for a show of hands on agreement. Any disagreement would be thoroughly threshed out before proceeding further. Mr. Culhane, who received much training and coaching from Mr. Huberman, followed the same pattern in his classes which included such topics as, shop stewards, how to organize a union, union legislation, P.C.'s 9384 and 1003, and various specific union problems.

Mr. Huberman's classes were based on his book "The Truth About Unions", a copy of which was given to each student. Using simple direct language, and with constant reference to the everyday experience of the students, he demonstrated the connection between "pork chops" and union organization. He dealt with Unions and Political Action, claiming that union agitation and "pressure" had resulted in workmen's compensation laws, social security laws, laws like the Wagner Act in the U.S.A., universal suffrage, and many others.

Mr. Huberman devoted considerable time to techniques for educational committees in unions, as well as training in some basic educational methods. He considered that, "since so many workers have to leave school early and go to work, their education is often abandoned, which tends to give many workers with splendid minds and good ideas, a kind of inferiority complex." He believed that workers can best teach themselves and each other, and spared no effort to help the students to become more articulate.

Mr. Harry Fugl conducted a class on elementary economics every afternoon, demonstrating the tie-up between organized labour and the national well-being. The course, of necessity, was basic and rudimentary, Mr. Fugl

stressed the necessity for intelligent understanding of current issues through continued study of fundamental economic laws.

Mr. McLeach, instructor in "The Science of Social Change", lectured each week-end on economic history. He discussed the economies of remote times, through feudalism, to the Guilds, the industrial revolution, and those of the present time.

Mr. Watson Thomson gave a series of six lectures on "Fascism, Yesterday, To-day, and To-morrow". He warned the students of the dangers of mass suggestion and the misuse of propaganda.

Mrs. Hallie Donaldson, of Seattle Labour School, gave a series of demonstrations on how to do effective mimeographing, using simple illustration and simple layout. Other

visitors who lectured included; Mr. E. Alexander, ex-editor of the American army newspaper "Stars and Stripes" in the Pacific area, who dealt with the labour movement in India and Indonesia; Dr. Joseph Lane of Seattle, who spoke on Socialized Medicine and Elmore Philpott, radio commentator and journalist.

Mr. Melnikow, Director of the National Labour Bureau, San Francisco, visited the school several times and led in a two-hour session on "The Essentials of the Bargaining Procedure".

The social side of the school was conducted by Mrs. Ruth McLeach, a graduate of the Highlander Folk School and Columbia University.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA, C.M.G., L.L.D.

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLVI]

OCTOBER, 1946

[NUMBER 10

Notes of Current Interest

Manpower and national requirements for housing

The manpower and materials required to construct 50,000 new homes in Canada, together with an analysis of the effect of such a construction job on the economy of the nation is revealed in a detailed report entitled "Manpower and Materials Requirements for a Housing Program in Canada" prepared by the Economic Research Branch of the Department of Reconstruction and Supply and made public recently by the Right Honourable C. D. Howe.

The study is confined to the demand side for manpower and materials, with the supply side being the subject of another inquiry.

"The present inquiry brings out the fact that a housing target of 60,000 units during 1946-1947 is well within the productive capacity of this country," said Mr. Howe. "In the years to come even larger housing programs should be within our reach.

"The success of a housing program in the transition period depends in the main on the co-ordinated effort of management and labour in the construction industry and the industries that supply needed building materials," Mr. Howe continued. "It is primarily for the guidance of industry that the results of this research study are published—to assist it in the responsible task of providing the tools needed to accomplish a desirable housing target in 1946-1947 and the years that follow."

Briefly, here is what the construction of 50,000 housing units means to the Canadian economy according to the report:

(1) New homes for about 200,000 people.

(2) Jobs for one year for between 134,000 and 162,000 men. Of these, 62,000 to 75,000 men would be working directly on the building sites while between 72,000 and 87,000 persons would be working in the industries supplying building materials and transportation services.

(3) A total annual payroll to construction workers varying between \$103 million and \$125 million.

(4) Orders for building materials to manufacturers and distributors, including transportation costs to the site, varying between \$144 million and \$175 million.

(5) Earnings by contractors and builders (overhead and profits) varying between \$28 million and \$33 million.

(6) Total construction expenditures varying between \$275 million and \$334 million, close to the expenditure for Canada's shipbuilding program (merchant marine and navy) during 1943, the year of peak production, when the program involved over a million tons of shipping.

(7) Real estate transactions ranging from \$27 million to \$33 million.

(8) Added incomes to professional people such as architects, lawyers, surveyors.

(9) Improvement of the fiscal position of many municipalities because of increased revenues and the spreading of the burden of maintaining and expanding public facilities among a larger number of home owners.

(10) Substantially expanded business activity among lending institutions which are responsible for financing a major part of the housing program in Canada.

The above figures have to be raised by 20 per cent for every additional 10,000 houses built in the country. Apart from the direct effects of the housing program enumerated above, very substantial indirect effects will result from large-scale house building contributing to increased economic activity among a great number of trades and businesses in practically every part of the country.

The report points out that shortages of certain building materials and lack of sufficient skilled construction workers are great obstacles to be overcome in the execution of a large-scale housing program in the transition period. High construction costs is another obstacle, particularly to a large housing program on a continuing basis.

Construction costs have risen since the outbreak of the war, mainly for two reasons the report finds. They are:

(1) Increase of prices of building materials and of hourly wage rates paid to construction workers. From 1939 to 1945, the former increased by 42 per cent and the latter by 31 per cent. For the cost of an individual housing unit, this means an increase of about 37 per cent (weighted average). This rise in cost is substantially in line with the increases in earnings and the general increase of prices and wages in other sectors of the Canadian economy and is, therefore, likely to be maintained for some time to come.

(2) Lowering of efficiency in the house-building industry owing to special conditions arising out of the war. This decline in efficiency was mainly due to the dilution of the skilled working force by untrained or partly trained men and delays on the building site due to shortages of building materials. Contingencies of this sort have caused a rise in construction costs varying, in most cases, between 10 and 25 per cent. This additional increase is considerably out of line with increases in costs of other products.

Taking all factors into account, total building costs have risen between 47 and 62 per cent from 1939 to 1945, and a further rise is indicated.

The report draws attention to the fact that the key to success of a national housing program lies in regional and local co-operation.

According to the study, the difficulties which a large-scale housing program faces in the immediate future and for some years to come are formidable. Canada's population of twelve million lives in some two and three-quarter million dwellings, but several hundred thousand more homes are required to meet the

most pressing housing needs of the country.

The housing shortage of today, the report finds, is due to a number of reasons: the small volume of new residential construction during the prolonged depressed conditions of the 'thirties, curtailment of house-building activity during the war years due to the need for directing large segments of manpower and industrial resources towards the full prosecution of the war, the concentration of war workers in the larger industrial centres, the return of war veterans endeavoring to establish new households, the natural increase in population and high marriage rate during the war years. Another important factor is the high level of national income. As a result, many families, formerly sharing housing accommodation with other families, are endeavoring to obtain separate dwellings.

An account of the housing program for 1947 appeared in last month's *LABOUR GAZETTE* (p. 1207).

Employment and industrial statistics

The accompanying table contains the latest statistics available reflecting industrial activity in Canada.

Figures are shown for certain months in the current year as compared with the corresponding period in 1945.

The index of industrial employment published by the Dominion Bureau of Statistics declined from 173.6 in July to 172.6 in August. The index of the cost-of-living, declining 0.1 points, was 125.1 at the beginning of September.

Employment and Earnings.—Industrial employment in Canada showed a recession at the beginning of August due mainly to the existence of wide-spread industrial disputes. In its latest survey of employment and pay-rolls the Bureau of Statistics reports curtailment of operations in manufacturing and mining while logging and trade showed seasonal declines. Considerable improvement, however, was reported in transportation, communications, services and construction and maintenance.

Reports from 16,000 employers indicated combined staffs of 1,765,105 at August 1, a reduction of 10,423 workers from the level of the previous month. Based on the 1926 average as 100, the index of industrial employment was 172.6, as compared with 173.6 in the preceding month and 175.0 at August 1, 1945. A decrease of 16,510 workers was recorded in the manufacturing industries at August 1. This decline, as well as that at August 1, 1945, which resulted from curtailment of war work, was contrary to the usual movement in each year since 1920. The prevalence of strikes was an important factor in the curtailment of operations in the rubber, textile, electrical

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Note.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	September	August	July	September	August	July
Employment—						
Index ¹		172.6	173.6	172.8	175.0	175.5
Applications for employment ² . No.		6,062	6,173	10,292	8,460	7,416
Vacancies notified ² . No.		6,770	6,239	9,180	8,841	7,893
Placements effected ² . No.		2,925	3,101	5,471	4,764	4,742
Unemployment insurance claims						
No.		25,115	27,576	40,473	20,557	10,886
Unemployment in trade unions %			1.3			0.5
Earnings and Hours—						
Index, aggregate weekly payrolls ³ .		142.9	141.9	141.1	143.0	144.5
Per capita weekly earnings..... \$		32.64	32.25	32.06	32.00	32.32
Average hourly earnings..... cents		70.0	70.0	69.2	69.5	70.1
Average hours worked per week.....		43.0	42.4	44.1	44.3	44.3
Prices—						
Wholesale index ¹	109.1	109.2	109.5	103.3	104.0	104.0
Cost-of-living index ⁴	125.5	125.6	125.1	119.9	120.5	120.3
Physical Volume of Business—						
General index ⁴		178.1	180.3	205.3	212.7	213.7
Industrial production ⁴		175.5	181.1	223.9	226.5	230.1
Mineral production.....		158.9	155.3	150.4	156.2	160.9
Manufacturing.....		180.6	181.2	244.1	247.6	248.9
Construction.....		178.6	237.0	168.7	150.0	176.7
Electric power.....		164.3	168.2	146.3	154.6	161.3
Distribution ⁴		183.4	178.6	166.8	184.0	179.7
Carloadings.....		146.7	150.7	119.4	141.5	151.2
Tons carried, freight.....		188.1	187.9	147.4	201.8	208.4
Imports.....		184.8	180.4	151.1	153.2	163.0
Exports.....		254.6	195.1	239.9	329.0	307.0
Retail sales, unadjusted.....		214.3	195.4	187.2	178.1	170.5
Retail sales, adjusted ⁵		220.2	212.0	186.0	189.8	189.1
Wholesale sales.....		261.9	249.3	217.7	216.3	203.7
Other Business Indicators—						
Common stocks, index ¹	1103.7	116.9	119.1	102.0	99.6	100.5
Preferred stocks, index ¹		157.9	157.5	139.4	137.8	138.0
Bond yields, Dominion, index ⁴	185.0	85.0	85.1	94.6	94.4	94.6
Trade, external, excluding gold. \$		409,218,000	352,878,000	347,240,000	428,766,000	424,725,000
Imports, excluding gold.....		163,224,000	161,615,000	122,259,000	128,134,000	138,681,000
Exports, excluding gold.....	169,779,000	242,685,000	188,706,000	220,810,000	295,049,000	282,709,000
Bank debits to individual accounts..... \$	5,890,509,000	4,866,540,000	5,546,863,000	5,157,321,000	4,726,506,000	5,419,171,000
Bank notes in circulation ⁶		1,015,903,000	988,648,000	1,009,200,000	997,700,000	966,805,000
Bank deposits in savings.....		3,465,731,000	3,410,856,000	2,934,845,000	2,833,187,010	2,741,641,000
Bank loans, commercial, etc....		1,209,705,000	1,190,154,000	969,394,000	987,939,000	1,045,674,000
Railways—						
Car loadings, rev. freight cars ⁷ ..	310,752	281,760	269,186	287,146	274,048	282,076
Canadian National Railways						
operating revenues..... \$			30,150,000	31,413,000	33,953,000	35,474,000
operating expenses..... \$			24,946,000	26,616,000	26,454,000	27,233,000
Canadian Pacific Railway						
traffic earnings..... \$		25,218,000	24,058,000	26,181,000	26,793,000	28,978,000
operating expenses, all lines.....		24,498,000	22,568,000	23,471,000	25,977,000	25,082,000
Steam railways, revenue freight in ton-miles.....			4,048,206,000	5,158,945,000	5,250,968,000	5,692,183,000
Building permits..... \$	27,493,000	30,942,000	34,084,000	20,038,000	23,203,000	19,939,000
Contracts awarded..... \$	44,816,000	50,414,000	67,673,000	42,045,000	40,531,000	50,496,000
Mineral production—						
Pig iron..... tons		46,494	64,472	135,227	139,812	150,387
Steel ingots and castings..... tons		88,729	165,914	198,508	224,928	229,161
Ferro-alloys..... tons		6,013	6,243	13,517	15,668	15,750
Gold..... oz.		231,200	239,554	211,529	211,754	210,209
Coal..... tons		1,346,000	1,153,000	1,178,000	1,203,000	1,092,000
Copper..... lb.		29,947,000	31,009,000	35,023,000	39,480,000	42,390,000
Nickel..... lb.		15,437,000	16,241,000	16,508,000	21,992,000	13,894,000
Lead..... lb.		30,094,000	31,680,000	29,178,000	28,128,000	25,505,000
Zinc..... lb.		39,163,000	39,551,000	38,459,000	41,521,000	45,197,000
Timber scaled in B.C..... F.B.M.		330,675,000	256,577,000	264,353,000	261,332,000	231,966,000
Flour production..... bbl.		2,159,000	2,164,000	2,046,000	2,021,000	1,822,000
Footwear production..... pairs		3,729,000	2,991,000	3,126,000	3,246,000	2,701,000
Output of central electric stations..... k.w.h.		3,439,934,000	3,422,826,000	3,079,310,000	3,237,613,000	3,281,138,000
Sales of life insurance..... \$		85,145,000	105,918,000	32,995,000	49,027,000	66,718,000
Newsprint production..... tons	330,063	370,876	357,027	269,960	287,030	270,640

¹ Week ended September 26, 1946.

² Base 1926=100.

³ Daily averages.

⁴ Base June, 1941=100.

⁵ Base 1935-1939=100.

⁶ Adjusted, where

necessary, for seasonal variation. ⁷ Notes in the hands of the public at the end of the month.

ended September 28, 1946, and corresponding previous periods.

Figures for four weeks

apparatus, iron and steel, non-ferrous metal, non-metallic mineral products and chemical industries.

Among the non-manufacturing industries, improvement was shown in communications, transportation, construction, services and finance. Seasonal decreases were noted in logging and trade. Strikes among metal miners in British Columbia were a factor in the reduction of employment in metallic ore mining.

Weekly payrolls of eight leading industries rose from \$57,257,646 at July 1 to \$57,620,485 at August 1. The weekly average per employee was \$32.64 at August 1 as compared with \$32.25 at July 1. Per capita figures at August 1 in previous years were: 1945, \$32.09; 1944, \$31.63 and 1943, \$31.06.

Prices—The general index of wholesale prices (base 1926 = 100) was 109.2 in August as compared with 109.5 in July and 104.0 in August, 1945. The indexes for vegetable and animal products decreased 1.4 and 0.3 points respectively. No changes were noted in textile products, non-metallic minerals and chemical products whose indexes were respectively 98.2, 102.6 and 94.4. Increases were indicated in wood products, from 130.5 to 131.0, iron products, from 128.3 to 128.5, and non-ferrous metals, from 89.3 to 89.7. The index of consumers' goods declined from 102.0 to 101.5 and of producers' goods, from 106.0 to 105.8. The index of Canadian farm products also declined, from 113.8 to 111.1.

The cost-of-living index, on the base of prices in the years 1935 to 1939 as 100, declined from 125.6 on August 1 to 125.5 on September 3, 1946. Seasonal declines in fresh vegetable prices during August served to check an advance in the cost-of-living index dating from February, 1946. The food group fell from 144.7 to 143.2, due mainly to lower quotations for vegetables; fruits were also slightly lower but eggs recorded further moderate increases. Continued gains, almost balancing the decline in foods, were registered in clothing, from 127.6 to 129.6, and homefurnishings and service, from 127.0 to 128.4. The miscellaneous items series changed slightly from 113.8 to 113.9, while no changes were noted in the indexes for rentals, and fuel and light which remained at 112.6 and 107.2 respectively. The advance in the general index since August, 1939, was 24.5 per cent.

Veterans' housing survey Returns from a survey of veterans' housing conducted by the Rehabilitation Branch of the Department of Veterans Affairs across Canada show about 22,000 veterans have "really bad" accommodation, Hon. Ian A. Mackenzie, Minister of

Veterans Affairs, reported recently. The limited number of answers from veterans questioned in the survey shows that the veterans' housing problem is of smaller dimensions than expected, the Minister said.

"I must point out," the Minister observed, "that less than a third of the veterans to whom questionnaire cards were mailed returned the cards, which were stamped for reply. All of those questioned were veterans listed in their communities as having housing problems."

Mr. Mackenzie said the replies showed specific factors making for bad housing conditions. In 47 per cent of the responses the accommodation involved more than one person per room; 31 per cent of them were from veterans paying more than 20 per cent of their income for rent; 55 per cent of those replying were sharing bathroom or toilet facilities.

"Sixty per cent of the veterans replying want to rent, and state they can afford to pay \$30.60 per month," the Minister stated. "Forty per cent want to buy homes, and state they can make a down payment of \$1,028."

More than half of the veterans replying were living in housekeeping rooms, Mr. Mackenzie said. The average monthly rental per room was \$14.57.

Minister of Labour anticipates record production of lumber and pulp

Canadian forest industries have laid plans for a substantial increase in logging activity this winter in anticipation of reaching an all-time high in the production of lumber and pulp products in 1947, it was announced recently by Hon. Humphrey Mitchell, Minister of Labour, in reviewing the general woods labour situation throughout the country.

The Minister stated that to obtain this increased production, forest operators expected to employ well over 200,000 men in the bush at the peak of the cutting season this coming winter. At the present time applications for woodworkers throughout the country exceed 35,000, and local National Employment Service officers report demands are increasing steadily.

In view of the tremendous demand for forest products and the large number of unfilled vacancies for woodworkers, the Department of Labour in co-operation with the provinces and forest industries has begun an active woods labour campaign to encourage all suitable, available men to accept woods employment, the Minister said.

In British Columbia the number of openings for bushmen, especially skilled workers, is the highest it has been for some time. Lumber operators in Eastern Canada are now just

starting winter operations and it is expected that the demands in Ontario, Quebec and the Maritimes will be even higher than last year. Due to the withdrawal of German prisoners of war from the forest labour supply, operators in Alberta and Northwestern Ontario will be looking to the Prairies for an increased number of woodworkers as soon as the harvesting has been completed.

The Minister stated that operators in all parts of Canada, realizing that there is a definite limit to the number of experienced lumbermen available, are now making special efforts to aid new men to get into efficient production as quickly as possible. Many operators are providing a practical form of training to teach the newcomer, and others, general logging practice and skill in the care and use of tools.

"I am convinced," the Minister said, "that any man who is physically fit and willing to work can, with short experience, make worthwhile wages in this healthy, outdoor work." He pointed out the advisability of the newcomer to the woods getting started during the fall.

On October 10 the Deputy Minister of Labour, Mr. Arthur MacNamara, issued a special appeal to operators to keep local employment offices fully informed of their needs, as a means of assisting in the Dominion-wide campaign to obtain volunteers for lumber camps.

Disposal of National Registration records

Decision has not yet been taken on what disposal will be made of the National Registration records, following termination of the

Registration, according to a statement issued by Mr. Arthur MacNamara, Deputy Minister of Labour.

"I have noticed a statement being made in one or two quarters that a decision had been made to microfilm all the records, and preserve the films", Mr. MacNamara said. "No such decision has yet been taken, and the matter of disposal of the records is still under consideration. Several Government offices have expressed interest in the records for statistical use, but nothing definite has been decided."

The records consist mainly of over 9,000,000 cards in twelve-inch by ten-inch size, which, it will be recalled, were the cards on which the registration was originally made in 1940.

Alternative suggestions are under discussion in the Labour Department. One suggestion is to preserve the original records for about twelve months against their possible use, and

then give them to salvage. The second suggestion is that of microfilming, if considerable use appears likely.

The final decision must depend upon whether the records are of statistical worth as they now stand, or whether it is just a matter of following the usual Government practice of keeping records for a sufficient length of time that it can be determined that they are of no further value.

Farm wage rates higher in August

Average wage rates paid to male farm help in Canada were higher in August this year than a year ago, increases being shown both in

day help and month help in most provinces, according to the mid-August survey by the Dominion Bureau of Statistics.

The average rates for Canada were \$4.04 per day and \$75.28 per month with board as compared with rates of \$3.55 per day and \$71.68 per month reported at August 15, 1945. Without board, the average rates were \$4.95 per day and \$100.62 per month as against \$4.50 and \$97.22, respectively, last year. The average rates are calculated using a relative weighting for the provinces.

In the case of day help, there were increases in all provinces except Nova Scotia, the most pronounced increases being in the western provinces. Saskatchewan had the highest rate of all provinces for help without board at \$5.69, followed by Manitoba at \$5.66, British Columbia at \$5.26, and Alberta at \$5.17. Rates in the eastern provinces ranged down from \$4.55 in Ontario to \$3.38 in Prince Edward Island. Highest rates for help with board were \$4.71 in Manitoba and Saskatchewan, followed by \$4.42 in British Columbia, \$4.37 in Alberta, \$3.62 in Ontario, \$3.56 in New Brunswick, \$3.46 in Quebec, \$3.24 in Nova Scotia and \$2.62 in Prince Edward Island.

Wage rates per month by provinces ranged from a high of \$82.99 to a low of \$55.76 for help with board, and from \$111.12 to \$77.96 for help without board in Saskatchewan and Prince Edward Island, respectively.

Further repatriation of Japanese

A party of 523 Japanese, who have been living in Canada, sailed for Japan on October 1, Mr. Arthur Mac-

Namara, Deputy Minister of Labour, announced recently. This is the fourth sailing of this type and brings to approximately 3,723 the number who have left Canada under the Japanese repatriation scheme.

J. F. MacKinnon appointed Japanese Commissioner Late in September, Hon. Humphrey Mitchell, Minister of Labour, announced the appointment of Mr. J. F. MacKinnon as Commissioner of Japanese Placement at Vancouver, B.C. The appointment of Mr. MacKinnon, who had previously been acting as Assistant Commissioner of Japanese Placement, was made necessary by the resignation of his predecessor Mr. T. B. Pickersgill.

Appointment of Mr. A. C. Macphail to Nova Scotia labour boards Appointment of Mr. A. C. Macphail of Ottawa as Acting Chairman of the Nova Scotia Regional War Labour Board and as Acting Chairman of the Nova Scotia Wartime Labour Relations Board has been formally proclaimed under Order in Council P.C. 3628 dated the 27th day of August, 1946.

The appointment, recommended by the Minister of Labour, was occasioned by the resignation of Mr. V. C. MacDonald, K.C. of Halifax from the chairmanship of the two Nova Scotia Regional Boards.

Retirement of veteran officials of Department of Labour Two veteran officials of the Dominion Department of Labour retired on superannuation on October 1, Mr. E. G. Blackadar, of Ottawa, Director, Canadian Government Annuities and Mr. F. E. Harrison, M.B.E., of Vancouver, Departmental Representative for Western Canada.

Mr. Blackadar, who is a graduate of McMaster University, joined the Annuities Branch as actuary, 37 years ago. He became Superintendent of the Branch in 1927, the title being changed to Director in April, 1946. He was thus a senior official of the Branch practically from its inception in 1908 to the time of his retirement, and consequently exercised an important influence on its steady, consistent growth.

As a mark of esteem, Mr. Arthur MacNamura, on behalf of officials of the Department, and the staff of the Branch made a suitable presentation to Mr. Blackadar on the occasion of his retirement.

Mr. Harrison was western representative of the Department for 30 years, and had charge of conciliation work from the Great Lakes to the Pacific coast. He was singularly successful in the settlement of labour disputes before they resulted in work stoppages. It is recorded of him that 150 disputes in the British Columbia and Alberta coal industry between 1917 and 1919, were mediated suc-

cessfully by Mr. Harrison before strike action was taken. He was named an Industrial Disputes Inquiry Commissioner in 1942 and was prominent as Dominion Government representative at labour-management-government conferences in the implementation of the Richards shipyard report in the same year. In 1943 he was made a Member of the Order of the British Empire (M.B.E.).

Prior to 1923, Mr. Harrison resided in Saskatoon and was Mayor of that city from 1913 to 1915. For the past 23 years he has lived in Vancouver.

Lieut. Col. J. G. Bisson appointed Chief Commissioner of U.I.C. The appointment of Lt.-Col. J. G. Bisson, O.B.E., of Montreal, as Chief Commissioner of the Unemployment Insurance Commission, was announced late in September by Hon. Humphrey Mitchell, Minister of Labour. The appointment is for a ten-year period, and the salary rate is \$9,000 per year.

Col. Bisson will assume his new position in Ottawa on September 30, the date on which the resignation of J. L. Trotter as Chief Commissioner becomes effective.

Despite his youth—he is only 32—the new Chief Commissioner has had wide business experience as well as war service. He was born at Black Lake in Quebec's Eastern Townships, and graduated from McGill University in 1936 with the degree of Bachelor of Science; he received the Licentiate in Accountancy (McGill), and became a Chartered Accountant in 1938. He joined the Montreal firm of P. S. Ross and Sons, Chartered Accountants, in 1937, and in 1939, went to Canadian Industries Limited, with whom he was employed as accountant and internal auditor.

Lt.-Col. Bisson's connection with C.I.L. was broken by his war service. He was mobilized on September 1, 1939, with the rank of captain, having held that appointment in the Non-Permanent Active Militia. He was first commissioned in the Royal Canadian Army Service Corps (N.P.A.M.) in 1934. Proceeding overseas with the R.C.A.S.C. in January, 1940 Lt.-Col. Bisson rose to his present rank. In that rank he held the appointment of Assistant Director of Supplies and Transport (supplies), First Canadian Army, in pre-invasion days in Britain, as well as on the Continent.

Lt.-Col. Bisson returned to Canada in June, 1945, and, upon demobilization in January, 1946, he rejoined Canadian Industries Limited where he has served until now. He is at present a lieutenant-colonel in the Reserve Army, commanding the 3rd Div. R.C.A.S.C., with headquarters in Montreal.

Appointment of Mr. Rene Gravel to Quebec W.L.R.B. Mr. Rene Gravel, upon recommendation by the Minister of Labour, was appointed as employee representative of the Quebec Wartime Labour Relations Board under Order in Council P.C. 4002 to fill the vacancy that resulted from the resignation of Mr. G. Ledoux.

Provincial Institute of Textiles established Following representations of the Royal Commission on Education (Ontario) by the Federal Textile Technical Associations of Canada and by educational authorities in the city of Hamilton, the Provincial Institute of Textiles was established during the past summer. It is located in the building formerly occupied by the Ontario Training College for Technical Teachers in Hamilton, the chief centre of the primary textile industry in Ontario.

The purpose of the Institute is to "provide a service to persons already employed in the industry and to give specialized technical training to young people who plan to find their life vocations in the technical occupations in the industry."

Evening, "part-time" and "short-unit" courses, offered during the first year, are being limited to those courses for which suitable equipment can be made available. As equipment is added more advanced and additional courses will be offered as required by the industry.

Full-time day school courses for youths looking forward to employment in technical and junior executive positions in the textile industries are being planned to commence in September, 1947.

The evening and part-time classes for the current session opened on September 30 and will continue until March 28, 1947, with the exception of statutory holidays and nine days Christmas vacation. The schedule includes studies in cotton manufacture, the technology of textile fibres, woollen manufacture, elementary textile mathematics and introduction to textile chemistry and dyeing. "Short-unit" courses in phases of machine fixing will be announced as soon as satisfactory arrangements can be completed.

Applicants for admission must satisfy the Institute authorities that they are competent to undertake the work of the course to which they seek admission and students who do not make satisfactory progress may be required to withdraw at any time. Except in special cases, such as the chemistry courses, the tuition fee is five dollars for each subject to be paid at the time of application. It is returned to the

student at the end of the course if he attends 85 per cent of the class sessions.

Students who attend regularly and who satisfactorily complete the class work and the final examinations of any course will be awarded a certificate of standing in the course.

Joint board to control British iron and steel industry The recent controversy over the intended nationalization of the British steel industry has been resolved by the decision to constitute a joint National Steel Board for the purpose of controlling and supervising the industry, a United Kingdom Information Office bulletin reports.

Ownership will remain unchanged but the supervision of development and reconstruction and control of production, distribution and prices will be brought under the aegis of the proposed Steel Board composed of Government and industry representatives headed by a Cabinet Minister.

This represents a change in the earlier stated intention of the Government, to bring "important sections" of the industry under public ownership during the life of the present Parliament.

The bulletin quotes comments of two British publications on the most recent decision.

According to the *Financial Times* "the present statement does not greatly clarify the position State ownership in some form is still part of the ultimate plan the time and manner of its accomplishment are left indefinite."

The *Daily Herald* on the other hand greets the announcement as "one step forward on the road to public ownership of iron and steel"

Expansion of vocational training in Britain The August issue of *The Ministry of Labour Gazette* states that at July 1, 1946 there were 51 vocational training centres in operation in Britain providing training for 16,657 persons. This compared with 17 centres and 3,616 training places available in July, 1945.

It is stated that "the existing expansion program aims at the provision of 28,500 training places by the end of December, 1946, and the introduction of two-shift systems in government training centres will further increase the number of trainees who can be accommodated." On July 1, 1946, 1,200 places had been made available by double-shift working.

An additional means of increasing the number of trainees who can be accommodated has been "the arrangement whereby trainees during the last two months of their six months' train-

ing at government training centres are put on to permanent building work on outside sites, under the guidance of their instructors." In this way trainees will be enabled to apply their training in work of permanent value and, at the same time, make room for other trainees in the centres they vacate.

During the 12 months ended July 1, 1946, 7,265 men and 849 women were placed in employment after completion of training. It was expected that the output of trained workers will increase as the greater numbers of persons now in training complete their courses.

The additional training facilities have been devoted mainly to the needs of the building and civil engineering industries. However, arrangements have also been made for a wide variety of other trades, such as paving and flag dressing, timbermen, brick-making, commercial art and industrial design, comptometer operating, cotton weaving, dress making, pottery, spray painting, leather production and agricultural blacksmith-farriers.

U.K. employers must employ higher quota of disabled persons

Under the Disabled Persons (Employment) Act, 1944, (L.G., July, 1946, p. 864) the Minister of Labour and National Service in Great Britain has made two

Orders, effective September 1, 1946, applying to disabled persons who are registered under the Act.

The first Order relates to the compulsory quota system which began on March 1, 1946. It raises from two to three per cent the standard percentage of disabled persons which employers with 20 or more workers are required to employ. The effects of the new percentage will be carefully noted and if it is considered necessary a further increase will be made. The Act stipulates that there shall be a standard percentage, and if the Minister thinks fit, he may by order, after consultation with employers' and workers' organizations, assign a special percentage, other than the standard percentage, for any employment which is deemed particularly suitable for disabled persons. The new standard percentage will apply to all industries and occupations for which no special percentage is fixed.

In deciding to increase the quota, the Minister took into account the fact that the total number of persons in the field of employment covered by the quota is estimated as 15,000,000. About 600,000 disabled persons have registered to date. The latter figure includes, however, (1) those with or likely to go to the smaller employers, (2) those employed in excess of their quota by the larger employers, and (3) the most severely disabled who need

employment under sheltered conditions. The number of registered disabled unemployed in mid-June was about 50,000 excluding those who required sheltered employment.

The second Order "designates" work as a car park attendant or as a passenger electric lift attendant as employment under the Act so that future openings in these two occupations are reserved for the registered disabled. Other employments may be designated under the Act from time to time.

The Order prohibits any person not registered as disabled being engaged in these two occupations except under permit from the Ministry of Labour, and except in the case of a former employee entitled to reinstatement under the Reinstatement in Civil Employment Act or under an agreement made before June 1, 1945. The Order does not affect the continued employment with the same employer of non-disabled persons who were engaged in these occupations before September 1, 1946. A person who ordinarily spends less than half his total weekly working hours in a designated occupation and is employed by the same employer in some other work will not be regarded as in designated employment.

The scheme affects all employers who have car park attendants or passenger electric lift attendants in their business, including employers of less than 20 workers. Employers with 20 or more workers may not count towards their quota any of their registered disabled employees who are in the designated occupations.

Increased minimum wages for farm workers in Great Britain

The Agricultural Wages Board for England and Wales, by Orders effective July 14, 1946, under the authority of the Agricultural Wages (Regulation)

Acts, 1924 and 1940, has raised the statutory minimum and overtime rates of wages for both male and female farm workers from the levels established in 1945 and 1946. (L.G., 1945, p. 613; 1946, p. 138.)

For males 21 years and over minimum rates have been increased in all districts from 70s., the rate in effect from March 4, 1945, to 80s. for a 48-hour week. Special rates applying to a few districts for workers engaged in tending live stock and in other specialized occupations now range from 94s. to 107s. 6d., according to occupation and district, an increase of from 11s. 6d. to 14s. 6d. a week.

For women in all but a few areas the minimum for a 48-hour week is now to be 60s. for those 21 years and over instead of 50s. for those 18 and over, the minimum from April 7, 1946. In the few areas to which the 60s. rate does not apply, the Orders

fix a minimum of 55s. for a 44-hour week. For women between 18 and 21 the minimum has been fixed at 56s. instead of 50s.

Part-time or casual workers' rates for both men and adult women have been raised 2d. an hour, to 1s. 8d. for men and to 1s. 3d. for women. For women 18 to 21, the rate is now 1s. 2d. an hour. The minimum differentials payable for overtime for men and women have been increased by 3d. an hour on ordinary weekdays, bringing the overtime rate for men up to 2s. 1d. an hour and that for adult women to 1s. 7d., and by 4d. on hour on the weekly short day, on certain specified public holidays and Sundays, and for employment beginning on a Sunday and continuing into the following Monday morning the men's hourly rate on such days is now 2s. 6d. and the women's, 1s. 11d. For women 18 to 21, the overtime rate has been increased 2d. an hour.

Rates for youths under 21 and for girls under 18 have been advanced by varying amounts according to age.

Proposal to revise U.K. fair wages policy

A proposal to revise the Government's policy in relation to wages on government contracts has been laid before Parliament for

purposes of discussion by the Minister of Labour and National Service. Agreed on in 1942 by the British Employers' Confederation, the Trades Union Congress and the Government and published by the Government, the draft Fair Wages Resolution would not only require contractors with government departments to pay "fair" wages and observe "fair" hours and conditions of labour as regards their workpeople who are employed on government contracts but would require them to have observed such conditions in relation to all their employees for at least three months before their names are placed on the government list of firms to be invited to tender for contracts.

"Fair" wages and conditions means wages and conditions not less favourable than those established for the trade or industry in the district by negotiation or arbitration between employers' associations and trade unions representing substantial proportions of the employers and workers in the industry in the district. In the absence of such wages and conditions, the contractor must observe conditions not less favourable than the general level in the district in the industry concerned.

Questions as to whether the requirements of the Resolution are being observed are to be referred, if not otherwise settled, to an independent tribunal.

A contractor is to be required to recognize the freedom of his workpeople to be members

of trade unions; he is to be responsible for the observance of the Resolution by sub-contractors, and must post in the workplace a copy of the Resolution.

Britain's mobile squad building workers

A special drive in Britain's temporary housing program includes the expansion of the Mobile Labour Force from some 2,500 to 6,000 men.

This team of men directly employed by the Ministry of Works tackles urgent building jobs which might otherwise be left undone, an extension of work done by the Special Repair Service—a famous organization of the blitz period. The men must be "tough", ready to travel anywhere in Britain at short notice and be able to work on any kind of building or civil engineering project and adapt themselves to the job in hand. They are guaranteed at least twelve months' work at the "inner London rate"—the highest in Britain—plus lodging allowances, holidays with pay and free facilities for travel home. They also get a yearly free issue of protective clothing and overalls and special facilities for buying tools.

U.S. Employment Offices to revert to States

Pursuant to legislation promulgated during the last days of the past Congress, the United States Secretary of Labour, Mr. L. B.

Schwellenbach recently announced plans to restore the administration of the United States Employment Service to the States. In accordance with the law restoration will be effected on November 16. During the war period the administration was placed in the hands of the Federal Government.

The Federal Government will continue to completely finance the Service and assume responsibility for the implementation of certain conditions with authority to deny funds to States for failure to do so.

Some of these conditions are the maintenance of adequate services as required by Congress and the prevention of referral of any person to a vacancy occasioned by the engagement of a previous occupant in a strike or lockout, or where the filling of the position is an issue in a labour dispute.

The States will be called upon to co-operate in the establishment of an inter-state recruitment and transfer plan and in maintaining an adequate system for recruitment and transfer of workers between areas within the state.

Another requirement is that each State agency must keep a current file of information on local labour market conditions.

There are 1,800 local employment offices in operation at the present time in the United States.

New law governing apprentice training in U.S. Disclosure by General Bradley, Veterans' Administrator, of wide-spread abuses under the veterans' on-the-job training program in the United States resulted in the passing of corrective legislation during the closing days of the last Congress.

Under the old program subsistence allowances of \$65 per month for veterans without dependents and \$90 for those with dependents were provided to supplement normal apprentice wages paid to non-veterans. The combined total was not to exceed the amount the veteran would receive as a fully trained employee.

The main abuses, it was reported, were the utilization of the supplementary grant by certain employers to decrease payroll charges by reducing the normal apprentice wage and by extending the period of training beyond the time necessary and conspiracies between veterans and employers to fraudulently receive the supplementary payments.

The revised law sets national standards which must be met before an employer can be accredited under the scheme. It requires adequate training and reasonable assurance of employment upon completion of training. Wages are specifically established at levels customarily paid in the plant and the community to a non-veteran learner and the job must ordinarily necessitate not less than three months and not more than two years of full time training conditioned by extensions necessary to fit state or federal requirements for apprentice training.

Downward movement of real wages in United States

In its issues of September 19 and 20 the *New York Journal of Commerce* presents a brief analysis of figures released by the Department of Labour at

Washington, with respect to "real wages" in the United States during the past year or so.

It is pointed out that "while the hourly wage rate of factory workers reached a record high of \$1.09 in July, weekly earnings slumped to \$43, with the average work week only 39.4 hours. From July to September, 1945, real wages declined eight per cent, but by June of this year so-called first-round rate increases had made up over half this loss. This gain was completely erased by price advances after June 30. The decline in real wages has been most marked in the durable goods industries, where real earnings in July were at the lowest level since 1941. Only about one-fourth of factory workers have received hourly increases of 18½ cents or more; one-fifth of the group did not get any raise. Gains of workers in service and

white collar occupations who were granted raises averaged little more than eight cents per hour."

Restriction on employment of school children in U.S.A.

In calling the attention of employers to the provisions of the Fair Labour Standards Act and the rules made under them, the United States Department

of Labour emphasizes the rules applying to school children, that is, those under 16 years of age. The Act fixes a minimum age of 16 years for employment in establishments producing goods for interstate commerce but permits a higher minimum to be fixed by regulation for dangerous occupations and a lower one for certain other occupations.

The Regulations permit children between 14 and 16 to be employed in certain non-manufacturing or non-processing occupations for not more than three hours a day or 18 hours a week during the school term and eight hours a day or 40 hours a week during school holidays. No children may be employed before 7 a.m. or after 7 p.m. except in the distribution of newspapers. No person under 16 may be employed at any time in manufacturing, mining or processing occupations, in the operation or tending of hoisting apparatus or of any power-driven machine except office machines, or in a public messenger service.

The dangerous trades in which no person under 18 may be employed are any occupations in manufacturing explosives, motor vehicle drivers or helpers, any occupations about coal mines except certain specified surface work, any occupations in logging or sawmilling with certain exceptions, the operation of woodworking machines, occupations involving exposure to radio-active substances, or those involving the operation of power-driven hoisting apparatus.

Chief U.S. Conciliation Officer urges publicizing agreements

The publicizing of successfully concluded collective agreements was urged by Edgar L. Warren, director of the Conciliation Service of the United States Department of

Labour, in order to offset the "warped idea about the real relationship between American management and American labour" held by a great many people.

In a speech before the Pittsburg Personnel Association Mr. Warren said that disputes and strikes are accorded banner headlines in the press, "but when peaceful negotiations succeed the public seldom hears a word.

"I recommend that the next time your company signs a contract with the union you advertise it. Let the contract signing be the

occasion for a real ceremony, with speeches, handshakes and pleasant pictures for the papers.

"Cheer as loudly about the peaceful settlement as you would cry 'strike'. Make an event of the agreement and the newspapers will make it a headline."

He alleged that, contrary to the impression created by newspaper concentration upon the sensational, the extent of industrial disturbance during reconversion was less than might have been expected. The salient feature was that "there has been practically no violence or disorder, unlike past periods in United States labour history," Mr. Warren declared.

He absolved workers from total blame in prolonging strikes and scored the preoccupation of some employers with solving price problems and securing tax rebates from the treasury to absorb some of the financial loss rather than pursuing a course of action which would facilitate swift determination of a strike.

WFTU Executive Bureau meets in Washington The Executive Bureau of the World Federation of Trade Unions, meeting in Washington during the week commencing September 23, announced the election of Arthur Deacon of the British Trades Union Congress

as interim president of the Federation, to succeed Sir Walter Citrine, who has retired from active participation in union affairs to head the British Labour Government's agency established to implement nationalization plans for the British coal mines.

Other statements which emanated from the meeting dealt with the calling to workers in every land to oppose preparations for another war; condemnation of the present Greek government for what was termed suppression of the "democratic liberties of the workers freely to exercise their trade union rights"; demand for quick replacement of UNRRA with an appropriate international agency when the former body ceases operations; and the continuation of efforts to acquire "effective representation on the United Nations Economic and Social Council."

The next meeting of the Bureau is to be held in Paris on December 13 to 15. It was also decided to convene the General Council at Prague in June 1947.

Attending the Washington meeting were: President Deakin; Secretary Louis Saillant, France; M. P. Tarasov, Russia; Frank Rosenbloom, United States; E. Kupers, Netherlands; Lombardo Toledano, Latin America; Leon Jouhaux, France, and G. Di Vittario, Italy.

Publications on Provincial Labour Standards

Workmen's Compensation in Canada—A Comparison of Provincial Laws, is the title of an annual mimeographed pamphlet of some 30 pages issued in August by the Department of Labour. As revised for the 1946 edition, the pamphlet shows the amendments made in the provincial compensation Acts since July, 1945, notably the abolition in British Columbia of workmen's contributions to medical aid and the reduction of the waiting period in the same province. A large number of businesses not previously included were brought within the scope of the British Columbia and Saskatchewan Acts. The list of industrial diseases to be compensated was greatly extended in Saskatchewan and minor additions made in British Columbia and Nova Scotia.

The Merchant Seamen Compensation Act is summarized. Along the same lines as the Regulations of 1945, the Act was passed by the Dominion Parliament this year.

In general, the arrangement of the material in the pamphlet is similar to that of earlier editions but the section has been completely revised which sets out the Conventions and Recommendations of the International Labour Conference in order to permit a comparison between the International Labour standards and the provincial statutes.

The 1946 edition of the publication, *Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation* was issued recently by the Department of Labour, with the addition of a new section relating to annual holidays.

This bulletin sets out the higher minimum wage-rates now in effect in British Columbia, Nova Scotia, Quebec and Saskatchewan. Other important changes since June, 1945, include in New Brunswick the raising to 16 of the school-leaving age except where otherwise provided by local authorities and the establishment of a minimum age of 14 for shops, hotels and restaurants, raising in Saskatchewan the minimum age for employment in factories to 16, and in British Columbia introducing a maximum week of 44 instead of 48 hours in industrial undertakings.

Appended to the statement of the legislation regarding annual holidays with pay in Alberta, British Columbia, Ontario, Quebec and Saskatchewan is a table showing the length of holiday and the holiday pay allowed in each of these provinces.

Copies of the above pamphlets are obtainable from the Legislation Branch, Department of Labour, Ottawa.

Conventions of Labour Organizations

CANADA'S major labour organizations recently held their annual conventions, during the course of which delegates discussed affairs of interest to labour and adopted resolutions some of which made reference to Dominion legislation and Orders in Council.

The three organizations, the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour, held their meetings at Windsor, Toronto and Quebec, respectively.

Summaries of the proceedings of the three meetings follow.

Trades and Labour Congress of Canada

THE Sixty-first Annual Convention of the Trades and Labour Congress of Canada, was held in the Armouries, Windsor, Ontario, commencing Wednesday, September 18, 1946. Credentials were received from 638 delegates representing approximately 330,000 members organized in 21,191 local unions. The Chairman of the Credentials Committee reported that the registered delegates represented 51 international and national unions, 64 federations, provincial organizations, trades and labour councils, and divisions of telegraphers and 521 local unions. There were two fraternal delegates present representing the British Trades Union Congress and the American Federation of Labour as well as a representative from the International Labour Organization.

The opening ceremonies included invocation by Rev. H. R. Nobles and Rev. Father G. L. Blonde.

The delegates were welcomed on behalf of the Windsor Trades and Labour Council by its President, Mr. M. F. Wigle. His Worship Mayor Arthur J. Reaume, in extending a civic welcome, informed the delegates that Windsor knew something of the problems of organized labour and recognized collective bargaining and labour's fight for its rights as part of their every day existence. He deplored what he termed "antiquated legislation" both federal and provincial in the field of labour laws and asked for their withdrawal. He described Windsor as the "capital seat of the working people for the whole of Canada."

Address of President Bengough

Mr. Percy Bengough, in his presidential address, expressed the sincere appreciation of the Executive Council of the Congress for

the example of solidarity and loyalty shown by the membership during the war period, in carrying out the policies of the Congress, particularly in the way they "hued to the line" of no strikes in wartime, remaining with the job at times under objectionable circumstances, with the result that there was a great and steady flow of the needed materials and supplies from Canada that materially assisted, not only Canada's fighting forces, but also the forces of our allies in bringing the war to a successful conclusion.

In referring to the situation arising out of the instructions from the American Federation of Labour to its affiliated organizations in Canada connected with the Trades and Labour Congress, that the unions of the International Association of Machinists be dropped from membership in the Congress, President Bengough declared that "the Trades and Labour Congress of Canada will resist to the utmost any interference with its sovereign autonomy as a Canadian organization and while we do not look or hope for any ill feeling from any of our affiliated unions, we feel it is our duty to protect our sovereign rights and we will resist to the utmost any usurpation of our constituted authority." The President further drew attention to the fact that 21,000 mine workers in Canada were affiliated to the American Federation of Labor in the United States, but are part of the Canadian Congress of Labour in Canada, and are therefore not affiliated to the Trades and Labour Congress. It can be taken for granted, he stated, "that the per capita tax of these members is paid to the A.F. of L." Reference was also made to the eleven international unions who were affiliated with the American Federation of Labour but not connected with the Trades and Labour Congress of Canada.

President Bengough contended that "although many thousands of workers affiliated to the Congress have materially improved their wages and working conditions during the past year, there is yet a great deal needed to be accomplished toward the establishment of full employment and social security. Money cannot be found," he stated, "to afford a decent pension to our aged citizens or to protect the most of the people from the dangers of ill health. There is a fear," contended the President, "that too high a standard of wages will cause a demand for goods and create inflation."

In referring to the deceased members of the Congress, President Bengough paid tribute to the outstanding services rendered by the late Tom Moore, who as President guided the destiny of the Congress for so many years.

Telegram Received from Prime Minister

The President then read a telegram which he had received from the Right Honourable W. L. Mackenzie King, conveying cordial greetings and best wishes for a successful meeting and expressing sincere regrets that other commitments made it impossible for him to be present at the convention.

Address of Honourable Humphrey Mitchell

Honourable Humphrey Mitchell, Federal Minister of Labour, in addressing the delegates, referred to the serious national problems, the legacy of the war, which had confronted the country since the conclusion of hostilities. "We have been travelling along the rough road of reconversion and have not yet reached smooth pavement," he stated. "Your Congress, your affiliated bodies and chartered unions are vitally concerned with these problems; therefore, I anticipate that this Convention will reach decisions which will help your Federal Government to overcome the existing difficulties to clear the way towards the high industrial activity and general national progress we all desire."

The nation's outstanding problem is the maintenance of stabilized price levels and the purchasing power of the peoples' dollar, Mr. Mitchell stressed. Despite opinions to the contrary, he pointed out, the Government has striven with all its power to effect this stabilization but the difficulties have been great. "There is nothing more devastating to national morale than a continued rise in prices," he stated. "I am convinced that unless self-discipline exerts itself in every walk of life, the burden of the Government will become increasingly difficult and many

will regret the actions of some of our people during this reconversion period. I believe that our future employment opportunities, the maintenance of our expanded industrial structure and our ability to compete successfully, not only in the home market, but also abroad, is wholly dependent on our ability to maintain our price stabilization policy.

"I should like to re-emphasize my belief," continued the Minister, "that labour and capital will get further by conciliation, accepting decisions reached in good spirit, adhering to the full letter of contractual undertakings and, above all, by proceeding within the framework of our laws, rather than by defiance of those laws.

"The conciliation machinery of our Federal Government has been developed to the highest degree in our history, but even the excellence of this service does not take the place of mutual understandings and mutual regard for contractual obligations. I would much rather see labour and management iron out their own differences, understand their respective rights, and agree on conditions of employment without the assistance of any governmental agency."

The Minister paid tribute to the leadership and members of the Trades and Labour Congress of Canada. "The leaders of Congress unions deserve a great deal of credit, for having led their members wisely." He voiced his confidence in Percy R. Bengough, President of the Congress and considered him a suitable successor to the late Tom Moore. Mr. Mitchell described the late Congress President as one of the most eminent labour leaders Canada had produced.

"One of the most important events ahead," the Minister stated, "is the conference of the Dominion Minister of Labour with the Provincial Ministers of Labour, which has been set for October 7 in Ottawa, to deal with the broad question of labour relations legislation. I am hopeful that arising out of our conversations at that time, with due regard to the constitutional implications of our federal system, the basic principle of labour's right to organize and bargain collectively will be recognized in all parts of the Dominion."

Address of Right Hon. C. D. Howe

Right Hon. C. D. Howe, Minister of Reconstruction, praised the membership of the Trades and Labour Congress of Canada for taking no part in recent work stoppages. "There has been full co-operation between your membership and the Government throughout the reconstruction period for which I am duly thankful. Strikes have not dealt a knock-out blow to our economic system," Mr. Howe

stated, "but make no mistake, the strikes have shaken our system for the moment. Nearly every strike has hit some nerve centre,—some key industry. These strikes do more than cut supplies," the Minister stated, "they affect the cost of production and selling prices, they lose markets for Canada and frighten off any investment. Every month consumer goods are not on the market in abundant supply makes the price ceiling harder to maintain."

Mr. Howe declared he was not discussing the rights and wrongs of the strikes. He was dealing only in their effect. Bargaining over the share of the product to go to labour and to capital was bringing conditions where there was little to be shared. "If we produce a smaller cake, everyone will get a smaller piece," he said.

The Minister emphasized that he did not wish to suggest that the reconstruction program was wrecked. Lost ground might be recovered if industrial peace was restored without too much delay into balance."

"Canada stands at the crossroads," Mr. Howe declared, "either our price stabilization will fall, and the boom and bust periods that we had planned to avoid will take place, or stability will win out and enable the 'ship-of-state' to ride through on an even keel until demand and supply can be brought into balance."

Address of Mr. R. J. Tallon

Mr. R. J. Tallon, Labour Representative on the Unemployment Insurance Commission, delivered an address before the convention in which he attested to the difficulty experienced by the Commission in getting local unions throughout the country to take full advantage of the services being offered by the Commission. "We have even to argue and coax union members to serve on local employment advisory commissions."

Address of Jan Schuil of the International Labour Office

Mr. Jan Schuil, who succeeded Mr. Ad. Staal as Chief of the Workers' Organization Services of the International Labour Office, on the latter's retirement, spoke of the progress made by the International Labour Organization in recent years. He informed the delegates that the ILO had not the power to impose its recommendations in the various affiliated countries but what it attempts to do, is to hold up before the government of each country, the minimum which it believes the working men should have. Mr. Schuil regretted his inability to remain during the sessions of the conven-

tion due to the fact that the ILO was in session in Montreal and his presence was required there.

Address of Matthew Woll

After extending greetings from the American Federation of Labour, Mr. Woll, Vice-president of the Federation, informed the delegates that he was attending the Convention on a "mission of fraternity, not paternity. A slight misunderstanding has crept into the relationship of the two groups," the Vice-president stated "but the difference was one of procedure not objective. The American Federation of Labour feels it must enforce laws requiring unions to pay dues. The machinists withheld their per capita tax for a year and other unions began to question how they got away with it. As a result," he declared, "the American Federation of Labor was compelled to expel them."

Mr. Woll declared that "no one in the Council of the American Federation of Labour has ever questioned the autonomy of the Trades and Labour Congress of Canada. You are a separate, I won't say independent, for we are inter-dependent organizations, but autonomous." The delegates were informed that of the three points preventing the machinists from rejoining the American Federation of Labour, two had been resolved and conferences on the remaining issue were expected to start next month. He expressed the hope that the International Association of Machinists would once more take their place in the American Federation of Labour and leave unchallenged the status of the Trades and Labour Congress of Canada.

Turning to broader labour questions, Vice-president Woll envisaged an international labour organization, possibly affiliated with the United Nations Organization dealing with the problems of workers of the world. He outlined the problems the labour movement had faced in the past and faces "today." In spite of them, he stated, "the American Federation of Labour has a paid up membership of over 7,000,000—the C.I.O. has 5,000,000 and independent unions 2,000,000."

The fraternal delegate suggested the formation of a council of labour composed of an equal number of members from the American Federation of Labour and the Trades and Labour Congress of Canada which would meet from time to time for the purpose of co-operating and co-ordinating the activities of the two labour bodies.

During his address, Vice-president Woll criticized various countries for their use of prisoners-of-war as he feared it would undermine labour standards.

Report of Executive Council

In the report of the Executive Council, the members were informed that since the last convention, there had arisen questions affecting the policies of the Congress on which the Executive had to decide to act. While these matters were of a character on which differences of opinion could easily have arisen, the report stated, all decisions and recommendations were arrived at unanimously. The attention of the delegates was particularly directed to the memorandum presented to the Dominion Government on April 4, 1946 (L.G. April 1946, p. 440).

The Executive in referring to the appointment and services of the late Tom Moore as one of the labour representatives on the Governing Body of the International Labour Office at Geneva, stated that "he had established an international reputation as one of the authentic voices of organized labour throughout the world." As President of the Trades and Labour Congress of Canada, the report continued, he had seen established such social legislation as old age pensions, unemployment insurance and workmen's compensation which were among some of the measures that formed part of the policy of the organized labour movement in Canada.

In the loss of Tom Moore, labour in this country has lost a staunch friend, the report stated. "However, his life's work will stand as a monument to his memory and an inspiration to those who follow in his footsteps."

The Executive referred to the presentation to the Standing Committee on Immigration and Labour of the Senate of Canada in which was presented the views of organized labour, as expressed at the Annual Conventions of the Congress from 1886 to 1944 (L.G. Aug., 1946, p. 1036). It was pointed out that the brief contained no change in the view which is contained in the platform of principles of the Congress which states, "exclusion of all races that cannot be properly assimilated into the national life of Canada."

In dealing with the subject of Income Tax, the Executive, while admitting that direct taxation on incomes is the fairest method of raising the necessary moneys for the reason it is in conformity with the ability of the citizen to pay, recommended that exemptions should be raised to \$2,400 per year for married persons and \$1,000 per year for single persons. It was contended that incomes below these amounts were fully required by the workers in order to meet financial obligations and maintain themselves and their families in balance with present day standards of living in Canada, and, therefore, should not be taxable.

Among other questions dealt with in the report of the Executive were: The St. Jerome

situation; Suspension of Montreal Trades and Labour Council; Aluminum Defence Fund; Cigarette Fund; Publicity, and Trades and Labour Congress Journal; together with a review of provincial legislative reports.

Address of Hon. Paul Martin

In addressing the Convention, Hon. Paul Martin, Secretary of State for Canada, informed the delegates that from the ranks of labour have come many who can be called "labour statesmen." These are men, he stated, "who think outward from trade union organizations toward the world community and clearly see the part labour must play in the new world security organization."

Among these he mentioned Ernest Bevin, Keir Hardy, Philip Murray and Percy Ben-gough and the late Tom Moore.

Hon. Paul Martin, recently returned from the Third Session of the Economic and Social Council of the United Nations Organization, stated, "that the main objectives of this council were:

- (1) Opening up the channels of trade by general reduction of tariff barriers and by establishing certain advisory bodies to work toward general co-operation in trade matters.
- (2) Improvement of labour conditions and social standards throughout the world.
- (3) Control of international commodity agreements and cartels.
- (4) Providing the means for developing the backward areas.
- (5) Through specialized agencies like the Food and Agriculture Organization and the World Health Organization, to seek to improve the production and distribution of the food resources of the world and raise the health standards of all countries.
- (6) To provide for the resettlement of refugees and displaced persons as soon as possible and to explore opportunities for the migration of peoples in congested areas to more sparsely populated places.

One of the special organs of the Economic and Social Council, stated Mr. Martin, "is the International Labour Organization, the oldest in point of service of any of the agencies which will work with the Council. Since its establishment in 1919, as an organ of the old League, the ILO has been continuously at work improving the conditions of the working people all over the world. We have at hand the basic tools for peace," asserted the Minister, "and if we use these tools wisely, with prudence and foresight, we can re-create the world. Canadian labour should be marshalled on the side of these positive forces."

Address of Charles Jarman

Mr. Charles Jarman, Secretary of the National Seamen's Union, fraternal delegate

from the British Trades Union Congress, stated that, "the exchange of fraternal delegates not only provides an opportunity for friendly messages, but also for giving Congress delegates in one country some up-to-date and useful information about the state of affairs from the trade union viewpoint in the other country." Mr. Jarman reviewed the legislation already enacted by the Labour Government in Great Britain and gave in broad outline a description of the government's program which he stated fell into two parts, namely—socialist legislation and social legislation. Under the second heading, he discussed the principle and purposes of five acts of parliament or parliamentary measures on their way to becoming acts of parliament. These were: Family Allowance Act; Industrial Injuries Act; National Insurance Act; National Health Service Act; and Disabled Persons Act.

Coming under the first heading, Mr. Jarman stated was the socialization of basic industries and vital services, such as mines, transport, electrical power, iron and steel manufacture. Mr. Jarman informed the delegates that a bill to transfer the mining industry from private hands to public control was now practically through all its parliamentary stages. This is one instalment of comprehensive legislation which will bring under national ownership the electricity supply industry and the gas industry, transport, steel, civil aviation and cable and wireless.

Departing from his outline of accomplishment of the British Labour Party, Mr. Jarman defended the use of enemy war prisoners in labour gangs, stating "there is no slave labour in Britain today," and asking "is there any reason why these people who tried to destroy everything progressive in Europe should not do something to repair the damage? We are not desirous of holding any Germans in thralldom but we want to be sure it doesn't happen again."

Report on Standing Committee on Reconstruction

Mr. John Bruce, Chairman of the Standing Committee on Reconstruction presented his report. Among the pertinent questions raised in this report were: Are essential products being denied Canadians at home while those who can pay the price outside the country are getting ample supplies of Canadian made articles? Are supplies being held for higher prices?

"The workers are seriously alarmed at their inability to secure the necessities of life, while reports of the productivity of our industries, still demonstrate that we can produce what

we require, but goods are not on the domestic market," the report declared. "It would appear evident that these goods are finding outlets through foreign markets or being withheld from distribution in the hope of receiving higher prices and we should demand of the government that our national requirements be first met before goods are released for export."

The report emphasized that the housing problem in Canada was one of equal emergency with the war years. "The situation is one that should cause alarm and requires the earnest consideration of the Convention," the report stated. The committee was of the opinion that provided the means and materials can be produced, "homes fit for heroes to live in," can be built if the same incentive and objective are set forth as during the war. The committee suggested subsidizing industry and stabilizing costs by government control. It also suggested removing from banks, insurance companies and private loan agencies, the financing of homes.

The report recommended the establishment of a government-formed immigration committee, comprising members of all parties to "thoroughly study a plan of selective immigration."

The report further recommended the nationalization and control of the nation's financial institutions and credit machinery.

In concluding, the committee requested that Congress representatives be invited to sit on all bodies having to do with the problem of peace.

Financial Report

The report of the secretary-treasurer, Mr. J. A. Sullivan, showed total receipts from all sources for the period ending July 31, 1946, amounted to \$117,202.05, expenditures of \$107,438.55, leaving a net balance for the year of \$9,763.50. Total assets over liabilities amounted to \$114,497.84. The total paid-up membership as at July 31, 1946, was approximately 330,000.

Report of Committee on Education

A report on education was submitted by Mr. C. J. Oakes, Vancouver, B.C., a member of the British Columbia Teachers' Federation.

The report called for the establishment of a federal department of education which would work in support of all progressive education problems such as a national minimum standard of education for all.

Officers' Salaries Increased

The delegates voted to increase the President's pay from \$6,000 to \$6,500, and his daily incidental expense allowance from \$3

to \$7. The secretary-treasurer will also receive \$500 more, bringing his income to \$4,500, with the same expense allowance as the president.

T. and L. C. Jurisdiction

Six resolutions dealing with the jurisdictional rights of the Trades and Labour Congress of Canada were referred to the Committee on Resolutions. These resolutions upheld the stand taken by the Executive of the Congress in regard to certain differences which had arisen between that body and the American Federation of Labour over the request of the latter organization for the expulsion of the Canadian membership of the International Association of Machinists, an affiliate of the Congress. After some discussion on the subject the Convention endorsed an amended resolution which read as follows:

That this Sixty-first Convention of the Trades and Labour Congress of Canada, while expressing its most sincere desire for continuance of its close fraternal relationship of long standing with the American Federation of Labour, reaffirms its independent status as an independent Canadian trade union centre, with full autonomous rights within the borders of Canada. That this Convention expresses its appreciation to President Bengough and Executive Officers of the Congress for the firm stand they have taken on behalf of the independence and autonomous rights of this Congress and for the honest manner in which they have brought the situation to the attention of the membership.

Four resolutions were referred to the Committee on Constitution and Laws requesting changes in certain sections of the Constitution governing the action to be taken by the Trades and Labour Congress of Canada in cases where the American Federation of Labour had expelled international unions with Canadian membership in affiliation with the former organization. The Convention adopted a recommendation of the Committee whereby the subject matter of these resolutions was to be referred to the Executive with instructions to bring forward, after study, such changes in the constitution as were necessary.

Foreign Affairs

Eight resolutions were referred to the Committee on Resolutions dealing with Foreign Affairs. A number of these resolutions called for closer relationship with the USSR while others urged the removal of the Franco dictatorship in Spain. The Committee submitted the following substitute which was adopted by the convention:

That this Congress express alarm over the dangerous, divisive and war-menacing trend which is apparent at the present Paris Peace Conference and undertakes, therefore, to play an active and constructive role in influencing and shaping our country's foreign policy to the end that the voice and influence of Canada shall be exercised for the democratic solution of all outstanding problems on the basis of the Atlantic Charter and the agreements arrived at, at Yalta, Teheran and Potsdam, by the Big Three;

That we demand of the Canadian Government that in the current peace and other United Nations' Conferences, Canada shall champion policies that will completely destroy the last remnants of fascism and colonial oppression; that Canada shall support the inalienable right of all people and nations to independence and self-determination; that Canada shall oppose every and all efforts to again divide the world into hostile blocks; that Canada shall strive relentlessly to retain the unity of the Big Three for such unity is indispensable to lasting peace; and Canada shall withhold economic and political support from Governments who seek to perpetuate feudal and colonial oppression.

That our Government be asked to speedily improve its relations with our Allies and other democratic countries who are willing to co-operate with us. Our Government shall also be asked to establish favourable trade relations with those countries. They are in need of the products of our farms, factories and mines; they represent the biggest potential market for Canadian exports and they can thus help to provide employment and economic expansion for our country and cement a firmer, peaceful and economic relationship between us and the hundreds of millions of their people.

Political Action

On the question of political action seven resolutions were considered by the Committee on Resolutions. The Convention approved an amended resolution submitted by the committee which read:

That this Convention enlarge upon the scope and function of the non-partisan political work of this Congress to make it more effective and dynamic in the service of all the common people of this land by:

(1) Appointment of non-partisan National Political, or Legislative Action Committees,

(2) The Committee elected for this purpose at this Convention to be charged with the responsibility of helping in the election of provincial and municipal committees in every community and union to explain their public activity on behalf of the Congress principles and program and all public issues affecting labour and the people from day to day;

(3) These Committees to be charged with the task of advising all workers on public questions to take part in matters of public life and responsibility, and to work untiringly and unceasingly in a non-partisan way for the defeat of reaction in administrative bodies and governments of this country and for the election of genuine and sincere working class representation in all types of government throughout the nation;

Cost of Living

On the subject of cost of living, eighteen resolutions were considered by the Resolutions Committee and on its recommendation the Convention adopted the following substitute:

That this Convention of The Trades and Labour Congress of Canada make known its belief that:

(1) The present situation is brought about by the selfish policies of big business and by the wage, price, and taxation policies of the government.

(2) Prices have risen sharply, not because of the workers' demand for higher pay, but because the Government scuttled price ceilings, eliminated subsidies from essential commodities and based its whole price policy on the assumption that the high profits of industry must be protected and maintained.

(3) The Government has insisted on keeping wages frozen. Only when the inevitable strike movement got under way did the government agree to some wage increases, and even then it tried to keep these at a 10c. hourly maximum.

In the light of these experiences this Convention goes on record for:

(a) Immediate government action to roll back prices to the level of January, 1946, and the strict enforcement of price controls;

(b) The independent development of a public campaign by this Congress, its affiliated unions, and other bodies, such as consumers' leagues, housewives' associations, farmers' organizations, etc., against unwarranted profiteering and price increases;

(c) The elimination of wage controls with the exception of minimum wage standards and the institution of profit control with permission of price increases only after a reasonable profit margin has been established and only when proven that profits are not hidden in the countless reserve funds which big business established during the war to conceal the real profits;

(d) Government action to end the slow-down strike of industrialists in their effort to boost prices to gain further concessions from the Government and to squeeze labour, as demonstrated in the recent shutting down of production by management for many months in textile, rubber, steel, etc.;

(e) Speedy action by the Government is necessary to cause the speediest attainment of full production to remove the inflationary threat and to return to normal conditions.

Failure on the part of the Government to adopt such a policy will compel labour to ignore the existing government agencies and seek other ways to achieve conditions that will assure the Canadian workers and the majority of people a sufficient income to protect and raise their living standard and to increase the peoples' purchasing power so that they may be able to buy the things they produce.

Other Resolutions

Many other resolutions were adopted by the Convention, among which were the following:—

That in future a fee of \$1 be charged for each resolution submitted;

Urging that government employees be granted the right of collective bargaining as set forth by Orders in Council governing employees of private industries, crown companies and the National Harbours Board;

Abolition of all home work where such work, by common practice, has been done in factories for that purpose;

Seeking legislation, making it illegal to employ children under 16 years of age in Canada;

Advocating government financial assistance to promising students to complete their education;

Requiring that all school curricula throughout the Dominion of Canada include a study of the organized labour movement;

Establishment of a national health insurance scheme to provide cash benefits to maintain income during illness;

The integration of curative and preventive work and the provision of necessary personnel to guarantee to every person the maximum medical and dental benefits;

Labour representations on all administrative bodies;

That all persons shall have free choice of any professional curative service;

Recommending the setting-up of committees to compile a true cost of living index based upon commodities purchased by the workers that will be a guide for negotiating increased wages and reduction of hours to maintain decent living standards;

Pressing for the nationalization of basic industries and the transportation systems of Canada;

Demanding changes in the criminal code of Canada, which will prevent the use of the courts to restrain legitimate trade unions from strike action and picketing;

Favouring a national labour code;

Demanding that Order in Council P.C. 3689 be rescinded;

Endorsing the principle of recognition of all statutory holidays with pay and the establishment, through negotiation, of proper compensation for work performed on any statutory holiday;

Urging amendments to the Canada Shipping Act;

Favouring close co-operation between the Congress and its provincial bodies and the national and provincial farm organizations;

Calling for united action on a national scale on behalf of all organized works in Canada;

Condemning the use of police in labour disputes and demanding the release on bail of Miss Madeline Parent, Organizer of the United Textile Workers of America.

Election of Officers

The election of officers resulted as follows:—

President, Percy Bengough, C.B.E., Ottawa;
Vice-Presidents: Maritimes—J. A. Whitebone, M.B.E., Saint John, N.B.; Quebec—Arthur D'Aoust, O.B.E., Hull, P.Q.; Ontario—J. W. Buckley, Toronto, Ontario; Prairie Provinces—Carl E. Berg, M.B.E., Edmonton, Alta; British Columbia—Birt Showler, M.B.E., Vancouver, B.C.; Secretary-Treasurer, J. A. Sullivan, Ottawa.

The following are the Provincial Executive Committees:—

Nova Scotia—G. A. Smith (Chairman), Halifax; J. J. Campbell, Halifax; Ben McKenzie, Lunenburg and Nevin Cameron, Sydney.

Manitoba—Gordon Wilkinson (Chairman), Winnipeg; T. B. Ward, Flin Flon; James McDuffe, Brandon; Chester King, Winnipeg.

Saskatchewan—S. J. Tabbut (Chairman), Prince Albert; J. Griffith, Saskatoon, P. Mikkelsen, Regina; F. Ingram, Moose Jaw.

British Columbia—R. K. Gervin (Chairman), Vancouver; G. A. Wilkinson, Victoria; H. A. Webster, Ocean Falls; William Rigby, Vancouver, B.C.

(The Provinces of Alberta, New Brunswick, Ontario and Quebec having provincial federations of labour chartered by the Congress, the executive officers carry on the legislative work of these provinces.)

Fraternal delegate to the British Trades Union Congress, D. A. Dunlop, International Association of Firefighters, Toronto, Ontario.

Fraternal delegate to the American Federation of Labour, Percy R. Bengough, C.B.E., President, Trades and Labour Congress of Canada, Ottawa, Ontario.

Hamilton was chosen convention city for 1947.

Canadian Congress of Labour

WITH 754 accredited delegates in attendance, which President A. R. Mosher held to be the largest number recorded for any labour convention in Canada, the Canadian Congress of Labour held its sixth annual Convention in the Royal York Hotel, Toronto, during the week commencing Monday, September 23.

The number of attendant delegates represented an increase of 260 over the number present at the Congress' previous convention held in Quebec City in 1944. In the period between the two conventions the Congress recorded the affiliation and establishment of 2 new provincial federations, 7 district councils, 78 directly chartered unions, 4 international unions and 2 national unions. The total membership of the Congress was reported as now being approximately 350,000.

Some 270 resolutions were placed before the Convention embracing the views of a large segment of organized labour on questions both national and international in scope.

Greetings were extended to the delegates by Monseigneur E. M. Brennan, Rev. Dr. W. W. Judd and Rabbi Abel Feinberg, all of whom referred to the interest of the church in the affairs and problems of organized labour. Mr. Elroy Robson, President of the Toronto Labour Council, expressed the Council's pleasure at being host to the out-of-town delegates. Controller David Balfour extended the civic welcome to the Convention on behalf of Mayor Saunders. He stated that he believed the future of Canada was in the hands of labour and voiced the desire of the civic administration to co-operate with the Congress.

Fraternal greetings from the CIO were conveyed to the delegates by Mr. Hugh Thompson, Buffalo regional director of the

CIO, on behalf of President Phillip Murray. He told the Convention "not to let anything create an impression of disunity. You must go forward united to win the battles for higher wages and better conditions."

Address of Mr. A. R. Mosher

"One of the most decisive factors in the present situation is the willingness of a considerable number of workers to place political considerations ahead of their loyalty to the labour movement," Mr. A. R. Mosher said in his presidential address.

"It must always be kept in mind that politics are simply a means to be used by labour in attaining the kind of government it wants," said Mr. Mosher.

"If politics become the master labour is enslaved: Labour must lay down the policies relating to matters of direct concern to it and insist that these be followed by the political party to which it gives support. Labour must never be subservient to any political party, even its own.

"On the other hand, it is becoming more and more evident that the labour movement dare not confine itself wholly to its activities in the economic field. There has been a growing tendency toward intervention of government in industry and in some respects toward complete control of industry by government. This was accentuated during the war, because when a nation is threatened with the loss of its freedom and its very existence it cannot afford the luxury of a competitive economy system."

Mr. Mosher said that although one political party, the C.C.F., is endorsed by the Congress, there is no affiliation. The C.C.F., he stated, "represents, in my opinion, a closer approach to the principles and policies of Canadian labour than any other. I believe, further, that

it holds out greater promise of industrial peace, economic security and human happiness than any other party in Canada and that it wholly deserves the support of Canadian workers."

"While our political system in Canada is referred to as a democracy, labour never has been adequately represented in the past and I believe it can obtain adequate representation only through a political party founded upon the principles which labour has adopted and which it would apply to the management of social and economic activities."

Pointing out that the Congress is only six years old, Mr. Mosher said it is now "unquestionably the largest, the most progressive and the most militant labour organization in Canada."

"Much of labour's weakness in Canada as in other countries," he stated, "is due to the existence of more than one central labour body and this division in labour's ranks not only weakens the movement but requires endless explanations, since such divisions are wholly unwarranted."

Mr. Mosher stated that, in his opinion, the much-needed unity of labour will be forthcoming, along with increased and intensified organization of workers still unorganized.

He paid tribute to the work of the World Federation of Trade Unions established since the Congress' last convention, and said it was a "source of great satisfaction" that Pat Conroy, Congress secretary-treasurer, is a member of the executive of the W.F.T.U.

The failure of nations to reach agreement on world peace, he added, "may be due to the fact that labour as such has not so far been permitted to participate in the deliberations regarding these matters. Labour is a great unifying force. Labour provides a basis of association for workers in every land and in every occupation."

He stressed the importance of the principle of public ownership "which involves the reconstruction of the present competitive profit system and its development into a system in which the natural resources, the technical skill and the productive machinery of the nation will be fully utilized to provide the highest possible standard of living for all the people."

"The inability of the present system to meet the demands made upon it was demonstrated recently by the statements of the representatives of government and industry before the House of Commons Industrial Relations Committee to the effect that the increase in wage-rates of more than 10 cents an hour would make price control impossible and cause disastrous inflation."

"There are hundreds of thousands of workers in Canada whose wages, even with a 10-cent-

per-hour increase, would still be wholly inadequate to provide decent standards of living."

Mr. Mosher emphasized there must be unity within the Congress, pointing out that the Congress' policies have been attacked by leaders of C.C.L. unions and adding: "It appears obvious to me that any union which is not prepared to respect such policies (those adopted by the Congress) has no right to participate through its representatives in the deliberations of the executive council of the Canadian Congress of Labour."

Address of Mr. Pat Conroy

Secretary-Treasurer Pat Conroy, who is a member of the executive of the World Federation of Trade Unions, reported the proceedings of the first Congress of that organization held in Paris from September 25 to October 13, 1945. (L.G. Jan. 1946 p. 26).

He stated that the Federation dedicated itself to the task of preserving and strengthening the unity displayed by the peoples of the United Nations in their successful efforts against the common enemy on the battlefield. "The only guarantee of stable and lasting peace lies in continued co-operation and friendship among the peoples of the United Nations and the unshakable unity of their governments."

"What we have done in Paris in establishing a mighty organization of the working people of the world, is the best assurance that this great objective shall be accomplished."

Of more practical consideration were the plans adopted for the establishment of International Trade Departments for each separate industry in every country affiliated with the W.F.T.U.

"The work of organizing Trades Departments within the Federation is in its infancy and presents problems of great magnitude but it is proceeding apace under a separate department. The day is not far distant when each industry will have its own International Trade Department, within which the problems of each industry the world over will be attacked on a world basis, with a view to bringing about levels and objectives for each industry on a world scale."

Mr. Conroy stated that it would be wrong to expect great immediate benefits from the Federation, and that for considerable time the effect would be psychological.

"It will be some time before the world body will be able to develop a working mechanism that will be an effective instrument for the attainment of its objectives. The new world centre starts off with tremendous work to do, and to accomplish that work great resources,

both human and financial, will have to be built up.

"It does, however, provide a promise of greater things for labour in all countries. The greatest contribution that can be made to the effectiveness of the Federation is by a growing and developing movement, not only in our country but in all countries. The unification of the forces of labour in Canada is the primary interest of Canadian workers. When such unification is developed, then Canada can make a much more effective contribution all round, both at home and abroad."

Address of Mr. Rhys J. Davies

Mr. Rhys J. Davies, British Labour Member of Parliament for Lancashire, addressed the Convention following an extensive debate on political action which he said demonstrated the immaturity of the Canadian labour movement. "You were debating what we debated more than 40 years ago," he said, "and I have seen our party grow from small numbers to where it now governs the biggest empire in the world.

"British labour has been disillusioned about Communism. Our chaps used to believe that Communism was a march to the left, but they don't any more.

"No Socialist can possibly level any criticism against the economics of the Soviets, especially in relation to public ownership, but when the issue is elevated to a plane where it belongs, into the realm of intangible things of the spirit, then our quarrel is as much against Communism as against any other authoritarian proposition."

He said that the British Labour Party was opposed to the authoritarian concept of government where a relatively few people retain permanent control.

Referring to the situation in the British coal mines, he said that private enterprise had failed. "We have nationalized the mines, determined that the lot of the miner will be better under the state.

"We are determined that everything in the state will be nationalized for the good of the people.

"Our party is a clean party; there is no graft in our politics. Fundamentally the most important thing is to have clean men in politics."

Address of Mr. Herbert A. Spence

Mr. Herbert A. Spence, Regional Supervisor for Ontario of the Industrial Production Co-operation Board, congratulated the Congress and affiliated unions on the "splendid

contribution made in raising the living standards of the workers in this Dominion and for the parts they have played in the enactment of legislation designed to advance their social welfare."

He stated that the growth and development of unions is exemplified by the three stages of warfare, truce and co-operation that usually characterize union-management relations. The chief reason that many have failed to experience the co-operation is inertia. "It has seemed to me that almost all these efforts could have been successful had help been available. Apparently others thought the same thing because the Government of Canada, through the Industrial Production Co-operation Board, is now making help available to those who will accept it."

In presenting a short historical account of labour-management production committees, Mr. Spence gave several specific examples of benefits that have resulted both in co-operation and production from such activity. He stressed the importance of divorcing the problems of production from collective bargaining issues; "experience has shown that there should be a separation between bargaining and co-operation and it is for this reason also that we recommend separate committees."

The subjects for discussion by labour-management production committees, he said, "are many and, as long as they avoid collective bargaining issues, any problem or suggestion may be considered. There is for instance the important problem of the handling, care and conservation of tools and maintenance of equipment. Then there is safety and good housekeeping, reduction of absenteeism, curbing shortages of critical materials, scrap reduction drives, improved handling of goods and materials and the introduction of various labour-saving devices which will come to your notice. Management must be prepared to speedily accept or reject Committee recommendations with reasons. If they neglect to take action they should be called to account for the delay, on the grounds that this is a two-way effort."

Report of Executive Council

Eleven meetings were held in the two-year period under review, the report of the Executive Council stated. Most of these meetings were preceded by meetings of the Executive Committee.

The report reaffirmed the Congress policy of favouring seniority for veterans; and described the failure experienced in the attempts to establish closer co-operation with the Trades and Labour Congress.

The report reviewed in detail the presentation of the Congress' memoranda to the Federal Government on April 24, 1945 and on April 5, 1946. (L.G., April, 1946, p. 443).

The objectives of the wage-policy formulated in February, 1946, were described as follows:

1. A general increase in wages, in order to provide an adequate wage-income to ensure every worker a higher standard of living;
2. A reduction in working hours to forty hours or less per week with the same or higher "take home" pay;
3. The increase in production of consumer goods to the utmost possible extent, with a view to preventing increases in prices;
4. The maintenance of a policy of price-control and subsidy of agricultural and other necessities of life, in the belief that if Canadian industry is properly organized and co-ordinated, no general increases in prices are necessary to meet increased wage-rates.

Other matters dealt with in the report were the World Federation of Trade Unions; the activities of the Council in the Ford strike; policy regarding chartered unions, and the service provided by the Congress officers and staff to Congress unions.

In February the Executive Council adopted a resolution urging the Dominion Government to undertake an investigation of the housing situation in Canada and to take emergency powers, where necessary, to bring about the greatest possible construction of low cost homes as expeditiously as possible.

Political Action

An eight hour debate occurred on the Resolution Committee's recommendation that the Convention adopt a substitute resolution reaffirming the political action program of the Congress. The debate was precipitated when C. S. Jackson, Canadian Director of the United Electrical Workers, moved that this substitute resolution be referred back to committee and an amended resolution calling for non-partisan, independent, political action be returned.

Much of the controversy centred around the contention that the previous policy endorsed the C.C.F. party as the political arm of the Congress and that no one party should represent the trade union movement. Supporters of the substitute resolution generally claimed that it did not rigidly bind C.C.L. affiliates to support the C.C.F. and characterized the opposition as being motivated by

the desire to establish a non-partisan program in order to secure control for the Labour Progressive Party.

Mr. Pat Conroy, the last speaker in the debate, said that "the issue at this Convention is whether the L.P.P. will dominate this Convention or whether it will remain in the hands of its members."

The amendment was defeated by nearly a 3 to 1 majority and concurrence in the Committee's recommendation was carried by a slightly larger majority.

As adopted, the resolution was as follows:

Be it resolved this Convention of the Canadian Congress of Labour re-affirms the Political Action Program of the Congress and urges that the Political Action Committee undertake to make whatever constructive amendments are necessary to advance this program.

Strike Vote

An appeal by Mr. Pat Conroy that the Convention express its dissatisfaction with Order in Council P.C. 3689 (L.G. Sept., 1946, p. 1187) embodying the House of Commons Industrial Relations Committee recommendation for the taking of a secret Government-conducted strike-vote in industrial disputes (L.G. Sept., 1946, p. 1331) resulted in extensive discussion. An amendment to refer an original resolution, calling for emphatic protest and resistance to the Order's application, back to committee for strengthening and "putting some teeth into it" was carried by a standing vote. The substitute resolution brought back was as follows:

Resolved that this Canadian Congress of Labour emphatically protest and denounce the infamous clause six of the Industrial Relations Committee report now embodied in Order in Council P.C. 3689 and be it further resolved that this Convention instruct the incoming council and executive to resist the application of this Order in Council and to have it repealed and to this end we urge that they call upon all affiliated unions, Congress councils and provincial federations and also seek joint action with the Trades and Labour Congress of Canada.

Housing

A substitute resolution recommended by the Resolutions Committee, in place of 14 others submitted on the subject of housing, was adopted as follows:

Be it resolved that this Sixth Convention of the Canadian Congress of Labour demand that the Government of Canada amend the National Housing Act to provide for Government-subsidized, low-rental housing to meet the needs of one-third of our population at present living in overcrowded, condemned, unsanitary dwellings, due to their economic conditions, and,

Be it further resolved that, Crown companies be established to manufacture the

component parts of houses, and that low-cost housing loans be made available so that any worker may be able to acquire a home for himself and his family, and,

Be it further resolved, that the Executive of this Congress institute a nation-wide campaign, in co-operation with affiliated unions, to persuade the Federal Government to provide such legislation and funds.

National Labour Code

The Convention adopted the following resolution in place of numerous others dealing with a National Labour Code:

Be it resolved that this Congress Convention most strongly and urgently requests that the Federal Government immediately enact a National Collective Bargaining Act, which will guarantee to Canada's workers the legal right to organize into trade unions, and bargain collectively with their employers; outlaw company unions and blacklisting; provide guarantees for union security, and make it a federal offence for employers or associated interests, by any means, to dissuade or discourage the formation of trade unions, or to dictate the form of association which workers adopt, or to refuse to negotiate in good faith with the trade union of the employees' choice.

And be it further resolved that this Convention endorse the actions and proposals of the Congress Executive to the Dominion Government for a National Labour Code, and we urge that they continue to press for this legislation.

Foreign Policy

On the question of foreign policy the Convention adopted the following resolutions:

Whereas there can be no denial that the world today is threatened with the possibility of a catastrophic war, that selfishness of nations, strident nationalism, arrogant imperialism, large standing armies, is the order of the day. It is with this in mind that this Convention urges upon all governments to uphold and promote policies which will give the world a just and lasting peace. Peace in our opinion can be maintained if all nations would:—

1. Renounce all claims to territories arising out of the recent conflict.
2. Provide for free elections that would permit peoples to choose freely and democratically their respective governments under the supervision of the United Nations Organization.
3. Progressive disarmament.
4. Promotion of international co-operation economic and otherwise with provision for free trade and commerce.
5. Making available free access to the resources of the world that they may be enjoyed by all peoples.
6. Strengthen the United Nations Organization to make it an effective instrument of peace and social justice.
7. Renounce spheres of influence and the evils flowing therefrom.
8. Practice freedom of speech, press and religion.

We sincerely feel that any nation which pursues policies contrary to these stated

principles is directly contributing to war. We condemn such nations and pledge all our efforts to resist any onslaught against the peace of the world towards the end that we shall obtain a world of plenty, of justice and of democracy—economic and political.

A resolution urging the immediate breaking off of diplomatic relations with Spain and formal recognition of the Spanish Republican Government in exile was adopted.

The convention also adopted a resolution urging the Labour Government of Britain to allow free Jewish immigration into Palestine.

Other Resolutions

A large number of other resolutions were adopted, some of which were as follows:

That the Executive of this Congress intensify its efforts, in co-operation with affiliated and chartered unions, to achieve legislation enforcing the 40-hour week and accompanying wage-legislation guaranteeing maintenance of the same "take home" pay and the provision of adequate overtime penalty rates.

Urging the Provincial and Federal Governments to enact legislation making compulsory the granting of a minimum of two weeks' annual vacation, with pay, to all Canadian workers.

Calling upon the Federal Government to see to it that the function of the Department of Labour is returned to a basis of impartiality and objectivity.

That representations be made to the Government to amend the Veterans' Land Act to enable any veteran to secure land for a homesite within or adjacent to an urban centre wherever he may so choose without limitations as to size or location.

Commending the efforts and work of Congress officers in the establishment of World Federation of Trade Unions and pledging continued affiliation of the Canadian Congress of Labour and effective implementation of the decisions and policies of the W.F.T.U., particularly the demand of the W.F.T.U. that it be admitted to the United Nations, its commissions and councils, especially those related to peace, social and economic problems.

Urging the Dominion Government to change its present method of compiling the cost-of-living index by a more balanced breakdown of the various items, so that it may more truthfully represent rising costs.

Protesting against the methods employed by the Dominion Government in setting up a Commission in the recent espionage charges and the holding of persons incommunicado without proper trial or right of defence by reversing the established principle of the innocence of the accused, until guilt has been proven in the traditional practice of British Justice.

Approving permission to refugees and displaced persons to immigrate who can contribute to the welfare of our people and the building of a greater Canada, consistent with Canada's ability to absorb these people.

That, as a pre-requisite to achieving social security measures, unity of farmers and industrial workers is a prime essential, therefore the Congress places itself on record as supporting the struggle of the farmers of Canada in their efforts to achieve economic security, as

exemplified in the present non-delivery strike, and suggests that a conference between Labour Organizations and the official spokesmen of the farmers of Canada be arranged for the purpose of working toward complete unity between both groups in our demands for social security.

Urging upon the Federal Government immediate action to effect passage of a National Minimum Wage Act, with a minimum rate of at least 75 cents per hour, and that this Convention authorize its Executive to make such representations as it may see fit in this regard.

That representations be made to the appropriate Governments in an endeavour to have legislation enacted to provide that all workers who may be required to work on statutory holidays be paid penalty overtime wage rates for such work.

That in view of Canada's growing interest in external affairs and the part she is destined to play in the settlement of European problems, the Federal Government be requested to give serious consideration to the appointment of Labour attachés, to be selected from recommended lists prepared by the major Labour bodies in Canada.

Pressing upon the Federal Government to adopt protective legislation ensuring the maintenance of the shipbuilding and ship repairing industry and providing for the highest employment level possible within the industry.

Giving full support to the principle of guaranteed annual wages. The creation of a Dominion Liaison Committee, formed of Farm, Labour and certain professional groups, to the end that the objectives of all such groups may be co-ordinated, and the viewpoint of organized Labour placed clearly before such organizations.

Pledging full support to the efforts of the United Nations Relief and Rehabilitation Agency for relief and rehabilitation in war-devastated areas, and asserting that assistance must be extended to the hungry and homeless of every land without discrimination.

Urging petitioning the Provincial and Federal Governments to inaugurate a system of regional safety boards, representative of Labour, Management, and Government.

Requesting the Government of Ontario to make a complete study of industrial diseases with a view to having any new diseases to which workers are liable covered by the Workmen's Compensation Act.

That representations be made to the Federal Government to have legislation enacted to provide for a National Health Insurance Act to cover all citizens in Canada.

That the Canadian Congress of Labour go on record as supporting the Women's International Democratic Federation and call upon all Women's Auxiliaries of the Congress and all local unions to lend their assistance with all other organizations toward the establishment of a Women's Congress for Peace in Canada.

That the teachers of this country, through their respective provincial federations, would materially improve their economic status by close co-operation and affiliation with the Canadian Congress of Labour.

Demanding that the Dominion Government assume a greater financial responsibility in regard to the needs of education, and that to begin with, they make special grants to the provinces and school districts for such items as libraries, visual education, health and health education, buildings, equipment, etc.

Recording opposition to removal of any government subsidy from the sale of fluid milk.

That any government-owned vessel sold to Canadian shipping interests at a reduced price valuation be retained under Canadian ownership as a condition of sale.

Urging that all sea associations co-operate with ship-repair unions in Canada to prevent shipping companies from again reviving a policy whereby ships' crews are obliged to perform ship repair work which has been performed by shore workers during the past six years.

Instructing its members on the National Film Board Advisory Committee to protest to the Government the change in Government policy curtailing the budget of the National Film Board, which has the effect of prohibiting it from providing operators on the Trade Union Circuit.

Requesting the Federal Government not to reopen the Winnipeg Grain Exchange, but to keep it closed permanently in the interests of the farmers of Western Canada in particular, and the Canadian public as a whole.

That the Federal Government be urged to abolish the Canadian Senate as an undemocratic body, being neither elective nor representative, and utterly antiquated and outmoded in this day and generation.

Making all radio broadcasting a public utility, and thus doing away with the many obnoxious practices which have grown up under private ownership, and which do not contribute to the best interests of the people.

Setting aside sufficient funds to continue the investigation into the existence of cartels and monopolies in Canada with a view to fully exposing the operations thereof to the Canadian people. Urging action to provide for the manufacture and supplying of oleomargarine in sufficient quantity to take care of the need occasioned by the shortage of butter, and to continue to do so until butter is again in full supply at a reasonable price within the resources of low-paid workers and their families.

That the Canadian Congress of Labour reiterate its former decisions condemning anti-Semitism and other forms of religious and racial discrimination and call upon the Canadian Government to declare anti-Semitism and religious and racial discriminations a criminal offence.

Calling upon the Federal Government to utilize the services of the Tree Fruit Board and the Vegetable Marketing Board, to purchase the surplus crops of fruits and vegetables, making the same available to UNRRA for distribution.

Setting up of co-operatives in Canada, and, inasmuch as these enterprises are non-profit organizations, petitioning the Federal Government to continue to exclude them from income taxes.

Referred to Incoming Executive

Many resolutions, dealing primarily with local conditions, were referred to the incoming executive for study and disposition.

Among these were recommendations relating to: organization of delegations to visit trade union movements in other countries; establishment of a Canadian Coast Guard; veto power of Controller for Yukon Territory; establishment of an Organization Fund; organizing staffs of all Canadian Universities; wage-policy for Crown Company employees.

Constitutional Amendments

A number of constitutional amendments were adopted by the Convention. One was that a new section be included stating: "The Canadian Congress of Labour stands unequivocally for equality of treatment regardless of race, creed or colour, and recommends to all affiliated organizations that they oppose discrimination on these grounds wherever they occur."

Election of Officers

The election of officers resulted as follows: President, A. R. Mosher; first vice-president, Alex McAuslane; second vice-president, Sol Spivak; secretary-treasurer, Pat Conroy; executive committee—George Burt, Paul Bedard, C. H. Millard, S. Barrett, J. E. McGuire. There were elections for all offices except those of first and second vice-president.

Canadian and Catholic Confederation of Labour

THE first post-war convention of the Canadian and Catholic Confederation of Labour was held in Quebec City from the 15th to the 19th of September inclusive. The sessions, which were all held at the *Académie Commerciale*, were preceded on Sunday, September 15, by a rally at the Louis Hébert monument, City Hall, where President Alfred Charpentier and Mayor Lucien Borne exchanged greetings, and a Pontifical mass at the Basilica, where the sermon was given by Rev. Gustave Sauvé, O.M.I., professor at Ottawa University.

Hon. Humphrey Mitchell, federal Minister of Labour, and Hon. Antonio Barrette, provincial Minister of Labour, attended the opening banquet at the *Académie*. Both congratulated the CCCL upon the 25th anniversary of its foundation on behalf of their respective governments. Both also availed themselves of the opportunity to condemn Communism, to advocate Democracy as the bulwark of Trade Unionism, and to point out the tremendous progress achieved in Labour legislation and Social welfare in the past quarter-century. Most Reverend Georges-Léon Pelletier, Auxiliary to Cardinal Villeneuve and Mayor Borne were among distinguished speakers who added their felicitations and good wishes. A cable from Pope Pius XII was among the many congratulatory messages received.

Mr. Gérard Picard, O.B.E., general secretary since 1937, who has sat on the National War Labour Board, the National Selective Service Advisory Board, the Wartime Labour Relations Board, and other boards, defeated Mr. Alfred Charpentier, Montreal, as President of the CCCL, and Mr. André Roy, a former Quebec newspaperman, was elected to succeed Mr. Picard. All four former vice-presidents and the treasurer were re-elected and two new vice-presidencies were filled by veteran CCCL leaders. It was the first presidential election since 1935. The convention was also the best attended one in the 25 years of the organization. There were 392 official delegates and 8 fraternal delegates.

Following an address by Mr. Gaston Tessier of Paris, general secretary of the *Confédération française des Travailleurs chrétiens* and vice president of the International Confederation of Christian Workers, the Convention endorsed the affiliation of the CCCL to the ICCW.

Mr. Tessier emphasized the cordial and strong relations established between his Confederation and the *Congrès Général du Travail*. The Quebec Convention voted congratulations to Delegate Armand Morin of Ottawa who, as Business Agent of the CCCL Printing Trade Federation, prevented his tradesmen from breaking the International Typographical Union strike at Ottawa, a notable gesture of Union solidarity.

At May 31, 1946, the CCCL had a paid membership of 62,960, as compared with 61,723 at the same date in 1945. There are 15 Federations comprising 224 local unions with total membership of 49,429 and 85 unions with direct CCCL affiliation and 13,531 members.

Among the 175 resolutions passed upon there were eight dealing with unemployment insurance, sixteen with taxation, three with compulsory voting, two with family allowances, ten with labour relations act, as many with arbitration and collective agreements, one urging a National Labour Code to be adopted by the Dominion-Provincial Conference, etc.

Address of Hon. H. Mitchell

The Dominion Minister of Labour pointed out that the Labour Department, whether federal or provincial, has the same difficulties "that you and I experience in raising a family, only on a much larger scale" and that the driving forces of the destiny of nations are built around very simple things: sanctity of contracts, the rights to express an opinion and to worship at your own church and obedience to the law.

Mr. Mitchell paid a tribute to Messrs. Charpentier and Picard who "during the whole course of the war, were closely associated with

myself in fashioning or helping to fashion the labour and social legislation of this Dominion under wartime conditions."

He continued: "Let me pay a tribute, on behalf of the Canadian people, expressed through the Canadian Government, to your organization for the contribution it made during the war and the good sense it has shown since its conclusion. Twenty-five years is not a very long time in the life of a nation or civilization but it is sometimes a long time in the life of an organization. Many organizations flourish and decay in a much shorter period than that, but it is a tribute to the stability, philosophy, and driving force of the Confederation that a gathering of this description has been made possible, in which tributes are being paid to it by the Church and the State.

"I want to congratulate you on the part you have played in the development of social legislation and sound trade-union principles in the province of Quebec. Let our minds go back just twenty-five years ago. There was no Workmen's Compensation, there were no Old Age Pensions, there were no Mothers' Allowances, there was no Unemployment Insurance, there were no Collective Labour Agreements as we understand them to-day and the principle of the right to organize by law had not been laid down. I think Mr. Chairman, the development of the all-important public opinion that made all these great advances possible rests largely upon the intelligent leadership given by your organization and other organizations in the Dominion of Canada."

Mr. Mitchell warned trade union men against Communism. "To those people who would have us adopt another kind of philosophy, a philosophy where the individual is a mere tool of the State, let me say this to them, that had it not been for free enterprise, free institutions, yes, and free trade unions and free employers' organizations, freedom as we understand it would have perished from the earth. And let me say this to my Communist friends, those who believe in the philosophy of Communism—if they can call it a philosophy—that had it not been for the free peoples, Communism as they understand it would have disappeared from the face of the earth and Fascism and Nazism would have reigned supreme."

The Minister of Labour added: "Always remember this, my trade union friends, that with dictatorship, irrespective of its colour or policy, once it is enthroned, the first organizations to disappear, the first individuals if you will, to disappear are the trade union leaders and the trade unions themselves. Ever remember this, when these creatures of these,

I would say, false doctrines, come amongst your midst, ever remember that, were it not for the basic principles of freedom as we understand it, this meeting could not be held to-day and your organization would be non-existent."

Mr. Mitchell recalled that it was his responsible during the war to have as much power over the average Canadian as any man had ever possessed in our history. "I was charged with the responsibility of Selective Service, with Mobilization and Registration, and I oft-time repeated to myself when we were laying down that very necessary policy at that time, that I hoped that nothing I would do or might do would impair the basic principles of freedom as we understand it and that as soon as the war was over these controls on the free movement of men and women in this Dominion would quickly come to an end. The record bears out that policy was carried out.

"A country cannot have price control without a measure of wage control. Given common sense and conciliation, there is no reason why we should not have the greatest period of prosperity in the history of this nation," continued the Minister, "but you must adapt those basic principles to the problems of the day, conciliation, common sense and honesty."

In connection with the Dominion-Provincial meeting of Ministers of Labour, Mr. Mitchell asserted that he did not think it possible that the Canadian people could be carved in one mould. "The strength of the democratic element is in diversity and in freedom," he said, "and I hope that when we meet in Ottawa, in a not very distant future, we will have the good sense, Mr. Barrette, to see one another's problems, whether one comes from the Atlantic, the central regions, the Prairies, or the Pacific, having due regard to understand the problems and difficulties in each great sphere which forms this vast Dominion. And given that, given the kind of co-operation that I have enjoyed with every Provincial Government in this country, I have no doubt that we can fashion a policy that will function for good in this country."

Reiterating a warning against "the forces that are let loose not only in this democratic country but in every other democratic country" and asserting that "it is the duty of all of us to see to it that, after this terrible war, our institutions will remain unimpaired", Mr. Mitchell concluded by urging a high level of social security in Canada, a high level of continued employment, and by wishing to the CCCL stability, steady growth and influence built upon the Christian principles

and traditions that have served it at its present and respected place in the life of the Canadian people.

Address of Hon. A. Barrette

After congratulating the CCCL, the Quebec Minister of Labour warned delegates against paid agitators and asserted that the Government was determined to have the law respected and enforced in his province.

In greeting the pioneers of the Catholic Confederation, Mr. Barrette paid a tribute to their vision, courage and enthusiasm. Labour achievements have been tremendous in the past 25 years. Comparing the CCCL of 1921 "to a frail reed that has grown into the mighty oak of 1946" with Federations as branches and local unions as leaves, the speaker said that fortunate indeed were those who lived under its shelter. He lauded Mr. Charpentier for his enlightened leadership.

Quebec owes its industrial stability to its labour leaders, he said. Democracy should be on the alert against paid agents of Communism, said Mr. Barrette as he denounced Fred Rose, M.P. "as a traitor to his adopted land."

"I solemnly pledge myself to wage the fight against all those who, paid by Moscow, are attempting to betray the nation," asserted the Provincial Minister. If Communist agitators are not numerous they are well-trained, well-disciplined and well paid. In the United States as well as in Canada, they have organized or have encouraged strikes everywhere for the purpose of propaganda in war-torn Europe, where Moscow tells starving populations not to expect relief from America as we are headed for a revolution.

Mr. Barrette stated the CCCL was a real school to develop leaders. Workers trained by that school have become leaders in trades, commerce, industry and public life and have been a credit to the country.

Supporting Hon. Mr. Mitchell's remarks, the speaker pledged his co-operation toward harmonious relations between Capital and Labour. Capital and Labour have to co-operate for the general welfare of future generations.

"Our legislation may be improved but we will insist that our laws be respected," concluded Mr. Barrette as he pledged Quebec's support to the Dominion and to sister provinces to maintain order and insure prosperity.

Report of Mr. Charpentier

In a 15-page annual report, Mr. Alfred Charpentier dealt with new problems which challenge the CCCL in its new phase of maturity.

The report observed that the tendency was towards the establishment of national standards and the formulation of national industrial councils through collective bargaining. Labour problems of to-morrow will have to be faced on a world-wide scale as well as from a national angle.

Mr. Charpentier felt that conferences between the CCCL and other Labour bodies were needed for the solution of national problems. In his opinion the most important of the recent trends in organized labour, concerning contractual relations, has been the tendency to replace negotiations with each individual enterprise by nation-wide, blanket agreements with all similar industries in the country. Three solutions might be offered: establishment of national criteria applied by the provinces; establishment of national standards by the Dominion for Canada as a whole or the division of responsibility so that essentially national industries would come under a federal labour code as in the actual case of public utility services.

In the sphere of the workers' material interests, Mr. Charpentier also noted that Ottawa and Quebec had enacted only minor portions of the total legislation requested by the CCCL. He favoured the replacement of the Labour Disputes Act by a Conciliation and Arbitration Act; the adoption of provincial legislation replacing P.C. 9384; the establishment of a Labour Tribunal for appeals from Labour Boards, Workmen's Compensation Boards and other similar Boards' decisions; the establishment of a legal 48-hour week at minimum rates of 65 cents an hour, with hours being eventually brought down to 40 without a decrease in wages; enactment of a Labour Credit Act which the CCCL has advocated for the past five years in Quebec. Mr. Charpentier expressed gratification at the fact that the Dominion Government had modified P.C. 9384 to such an extent that provincial autonomy has been restored.

Mr. Charpentier also noted that the CCCL had been represented at the Paris ILO Conference last fall, at the Pan-American Catholic Social Conference held in January last at Havana, Cuba, and at the International Commission of mechanical industries which was held last April at Toledo, Ohio. New trends and needs have required appointment of technical advisers, labour organizers and new methods.

Other Speakers

Mr. Gerard Tremblay, Provincial Deputy Minister of Labour, addressed the convention during the five-hour election. He thanked the CCCL for its co-operation and then enumerated the many measures enacted in labour legislation, above all the Collective Agreement

Act which sanctions the right of professional association and renders negotiations compulsory. Mr. Tremblay is a former General Secretary of the CCCL.

Mr. Leonard Prefontaine, Regional Superintendent at Montreal, addressed the 400 delegates on Unemployment Insurance and the National Employment Service.

Field Representative Maurice Doran, Montreal, who attended the sessions with Supervisor P. A. Masson, Montreal, and Field Representative Henry St. Onge, Quebec City, spoke on behalf of the Industrial Production Co-operation Board and reported progress achieved through Labour-Management Committees.

Main Resolutions

Resolutions dealing with matters of federal interest recommended:

Increased Unemployment Insurance Benefits without increased premiums; inclusion of hospital employees for U.I. benefits; a receipt for the worker each time an employer hands his book to U.I.C.; unemployment insurance benefits to workers involved in legal strikes.

That the Canadian Government provide funds for peacetime undertakings that would create jobs.

That black market operations in building materials be stopped.

That Government milk subsidies be retained.

That in anticipation of the next Dominion-Provincial Conference, in regard to the proposed National Labour Code, an agreement be reached for uniform minimum wages, regular hours of work per day and per week; for overtime wage rates for all additional hours of work, but that provinces legislate on holidays with pay.

That concrete proposals be submitted to the Dominion and Provincial governments on Health Insurance.

That a priority should be given to Canadian contractors over foreign purchasers of building materials; that the quota of products exported should be restricted in order to meet domestic or home requirements.

That there be no immigration until all Canadians are suitably employed.

Tax exemption on all incomes of less than \$3,000 a year, regardless of family allowances, for married persons and of less than \$1,500 for single persons.

Tax exemption for overtime wages and union dues.

Increasing family allowances in proportion of increasing cost of living.

That both Dominion and Provincial governments oblige pulp and paper mills to be

closed on Sunday, and to close early enough on Saturday to enable maintenance and repair crews to be free on Sunday.

That voting be made compulsory and that voting privileges be extended to workers employed outside of their constituency as enjoyed by commercial travellers and railway employees.

Income tax exemption for Co-operatives.

That the Communist Party be outlawed.

That a Canadian Ambassador be appointed to the Vatican.

That a distinctive Canadian flag be approved.

That the Dominion Government improve the cost of living index.

That married women be encouraged to remain at home instead of earning wages in factories.

Matters of Provincial and Local Interest

Among the recommendations contained in a large number of other adopted resolutions dealing with essentially provincial and local matters were the following:

Recognizing that only legally certified unions benefit from existing provincial legislation; that the Labour Relations Commission state the reasons for accepting or refusing certification; that agreements passed between employers and employees within a particular industry be published; that employers be forced to receive authorized negotiators or be liable to severe sanctions; that Section 49 be amended to allow the Commission to take criminal proceedings for violation of the Act; that in the case of dismissal for union activities the Commission oblige the employer to re-employ such an employee with wages retroactive and if necessary, that said employer may be prosecuted.

Inserting a clause in the Collective Agreement Act obliging public and political bodies to come under the Act; that paragraph (a) of section 20 be amended so that Joint Committees have the power to prosecute; that the Act be amended in such a way to give priority to opening and closing time provided for by Collective agreements over municipal bylaws; exempting barbers—hairdressers from WPTB control.

Imposing drastic sanctions for violations of work on Sunday regulations; double-time for those obliged to work on Sunday; forcing paper plants to close soon enough on Saturday to allow repair crews to complete their work before midnight.

That workers on 8-hour shifts benefit from a minimum 30-minute meal period with pay.

That holidays with pay be given in all Quebec business and industrial establishments

on New Year, Epiphany, Ascension, All Saints, Immaculate Conception and Christmas.

That section 18, para. 2 of the Labour Disputes Act be amended to include a time limit in appointing referees; that the Minister himself appoint the conciliators within ten days of the limit if the parties cannot reach an agreement; that unless the parties have agreed on a locality, that arbitration courts should sit according to judicial districts.

That section 59 of the Workmen's Compensation Act be amended to allow claimants to appeal the Commission's decision; that section 51 be amended to cover workers affected by industrial diseases as well as other casualties; that modifications and changes be made in regard to injured and sick personnel and their dependents etc; and that the Province be requested to study the causes, symptoms and prevention of industrial diseases and enforcement of sanitation and hygiene in industrial plants.

Provision of a minimum wage of 65 cents per hour and a maximum working week of 48 hours.

Establishing a system of cost of living statistics relating to the family.

Establishing scholarships for workers who wish to study social sciences.

Government subsidizing apprenticeship training.

Making automobile insurance compulsory.

Establishing superannuation fund for municipal and school employees.

Fixing standard weights and qualities and prices in the sale of bread in order to abolish unfair competition between bakeries.

Abolishing toll bridges.

Abolishing taxes on pharmaceutical products.

Readjusting the cost of living bonus.

Establishing a line of credit for workers in the construction of homes.

Making compulsory one-week holidays with pay for any industrial worker after one year's service and 15 days after five years.

That a survey be undertaken by a competent committee into monetary and banking reforms for the purpose of laying down a policy that would benefit the working classes.

Increasing the scope of trade union education;

Affiliating with the International Confederation of Christian Unions (Europe).

Election of Officers

At the closing session, the following officers were elected: honorary president, Mr. Alfred Charpentier, Montreal; President, Mr. Gerard Picard, OBE, Quebec City; first vice-president, Mr. Emile Tellier, Three Rivers; second vice-president, Mr. Osias Filion, Montreal; third vice-president, Mr. Alphonse Roberge, Quebec City; fourth vice-president, Mr. Louise-Philippe Boily, Jonquiere; fifth vice-president, Mr. Laureat Morency, Quebec City; sixth vice-president, Mr. F. X. Legare, Rimouski; secretary, Mr. Andre Roy, Quebec City; treasurer, Mr. Bruno Ethier, Montreal.

International Labour Organization

Twenty-ninth Session of International Labour Conference

THE first session of the International Labour Conference ever to be held in Canada took place at the University of Montreal between September 19 and October 9, 1946.

Delegations totalling approximately 425 persons, representing workers, employers and governments from 46 countries, took part in the work of the Conference, which was the 29th since the inception of the International Labour Organization in 1919.

The Conference was presided over by the Hon. Humphrey Mitchell, Canadian Minister of Labour, who was elected President at the first sitting.

The principal achievements of the Conference may be briefly summarized as follows:

1. The amendment of the constitution of the ILO. This item was of particular importance to Canada since, among other things, it resulted in imposing additional obligations on federal states in regard to their manner of dealing with international labour conventions where the subject matter falls within provincial jurisdiction.

2. Approval of the draft agreement between the ILO and the United Nations bringing the two institutions into relationship. The agreement still requires approval by the latter organization.

3. The enactment of three international labour conventions dealing with the protection of children and young workers. Supplementing the various conventions for the protection of youth adopted by the ILO in previous years, these provide for medical examination for fitness of employment of children and young workers in both industrial and non-industrial occupations; and the restriction of night work in non-industrial employment.

4. A preliminary discussion of aspects of social policy in non-self-governing territories suitable for inclusion in international labour conventions.

5. A partial resumption of the practice of pre-war years of examining reports on the application of conventions in member countries.

6. A debate on the Director's Report in which 65 delegates participated and inter-

changed information and views on the work of the ILO and on social and economic conditions in their respective countries.

7. The adoption of the budget of the Organization for the calendar year 1947; and the adoption provisionally of amended Financial Regulations.

Canadian Delegation

Canada was represented by a tripartite delegation, the Government members of which were headed by Mr. Mitchell and Mr. Arthur MacNamara, Deputy Minister of Labour as delegates; and Mr. Paul Goulet, Special Assistant to the Deputy Minister of Labour in charge of relations with the ILO, and Mr. Paul Renaud, Counsellor, Department of External Affairs, as alternate delegates. The other members of the Government group, all from the Department of Labour, included Messrs. V. C. Phelan, A. H. Brown, M. M. Maclean, S. H. McLaren, H. C. Hudson, Eric Stangroom and C. R. McCord, and Miss Margaret Mackintosh, as technical advisers, and Mr. John Mainwaring as secretary.

Since a considerable number of the subjects dealt with by the ILO fall within provincial jurisdiction it was noteworthy that five provincial Ministers of Labour attended the Conference. The Provincial Government representatives included: Hon. L. D. Currie, Minister of Labour, Nova Scotia; Hon. Walter E. Moores, Minister of Labour, New Brunswick; Mr. Douglas Cochrane, Deputy Minister of Labour, New Brunswick; Hon. Antonio Barrette, Minister of Labour, Quebec; Mr. Gerard Tremblay, Deputy Minister of Labour, Quebec; Mr. J. P. Despres, Director of Services, Department of Labour, Quebec; Hon. Charles Daley, Minister of Labour, Ontario; Hon. C. R. Smith, Minister of Labour, Manitoba; and Hon. C. C. Williams, Minister of Labour, Saskatchewan.

The Employers' Delegate was Mr. Harry Taylor, Canadian National Carbon Co. Ltd., Toronto. His advisers were: Mr. E. R. Complin, Canadian Industries, Ltd., Montreal; Mr. C. E. Shumaker, Goodyear Tire and Rubber Co. of Canada, Ltd., New Toronto; Mr. H. W. Macdonnell, Canadian Manufacturers' Association, Toronto; Mr. Allan C. Ross,

Vice-President, Canadian Construction Association, Ottawa; Mr. C. Niderost, K.C., Assistant Manager, Department of Personnel, Canadian Pacific Railway, Montreal; and Mr. George V. V. Nicholls, Manager, Business Research Department, Canadian Chamber of Commerce, Montreal.

Heading the Workers' Delegation was Mr. Gustave Francq, Secretary, Quebec Federation of Labour, Montreal. His advisers were: Mr. Hugh Henderson, Vice-President, Halifax District Trades and Labour Council, Halifax, N.S.; Mr. Victor Anderson, Secretary, Winnipeg Trades and Labour Council, Winnipeg, Man.; Mr. Eugene A. Forsey, Director of Research, Canadian Congress of Labour, Ottawa; Mr. A. Andras, Assistant Editor, Canadian Railway Employees Monthly, Canadian Brotherhood of Railway Employees and other Transport Workers, Ottawa; Mr. Gerard Picard, General Secretary, Canadian and Catholic Confederation of Labour, Quebec; and Mr. W. L. Best, Secretary, Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, Ottawa.

International Labour Organization

The International Labour Organization was established in 1919 as part of the machinery for international co-operation set up by the Treaty of Versailles following the first world war.

Its primary purpose was to raise labour standards throughout the world by means of international agreement. Conferences were held annually, at which draft legislation was worked out covering such subjects as hours of work, protection of women and children in employment, unemployment and social insurance, workmen's compensation, protection against accidents and occupational diseases, holidays with pay, and other matters.

It was the intention that, having agreed on desirable labour standards at the Conferences, member nations would enact legislation at home to bring the agreements into effect. Decisions taken at the Conferences may be embodied in the form of either international labour conventions or recommendations. A convention is considered as similar to a draft international treaty. Member nations are obligated under the terms of the ILO constitution to bring conventions to the attention of the "competent authorities" with a view to "the enactment of legislation or other action". If the convention is ratified, the country is expected to comply with its provisions, and to report annually to the ILO on the measures which it has taken in this respect. Recommendations impose a lesser obligation on member states.

Between the two world wars twenty-five sessions of the International Labour Conference were held, at which sixty-seven conventions were adopted. Up to the present time over 900 ratifications of these conventions have been made by member countries.

Canada, in common with other member nations of the ILO which have a federal system of government is faced with difficulties in regard to the ratification of conventions the subject matter of which falls within provincial jurisdiction, which include, in Canada's case, the great majority of conventions.

The special problems of federal states in this respect were considered at the 29th Session of the Conference, and formed the basis for some of the changes which were made in the ILO constitution.

Constitutional Changes in Regard to Federal States

The constitution of the ILO, as adopted in 1919, makes special provision for federal states by permitting them to treat conventions as though they were recommendations, thus relieving them of the heavier obligations that fall on unitary states.

Under the constitutional amendments agreed to at the Montreal Conference, federal states will be required to seek the co-operation of provincial governments in regard to conventions and recommendations whose subject matter falls within provincial jurisdiction, in an attempt to bring their provisions into effect.

Federal governments will be required:

(1) to refer such conventions or recommendations, within eighteen months from the close of the Conference, to the appropriate provincial authorities;

(2) to arrange, subject to the concurrence of the provincial governments, for periodical consultations between the federal and provincial authorities, "with a view to promoting within the federal state co-ordinated action to give effect to the provisions of such conventions and recommendations";

(3) to inform the Director-General of the International Labour Office of the measures taken;

(4) if a convention is not ratified, to report at intervals showing the extent to which effect has been given to its provisions.

In regard to conventions falling within federal jurisdiction, federal governments are to be considered as under the same obligations as unitary states.

The Canadian Government Delegates took an active part in the discussions leading up to the adoption of this formula. Mr. Paul

Renaud, assisted by Messrs. Brown and Stan-groom, represented the Canadian Government on the Constitutional Committee of the Conference.

As a matter for future consideration by the ILO, Mr. V. C. Phelan suggested in plenary session that provision be made for the device of fractional ratification of conventions. This device would apply to conventions the subject matter of which had been put into effect by a number of provincial governments, so that perhaps 65 or 70 per cent of the population of the entire country was covered. Mr. Phelan also suggested that the device of ratification of conventions on the basis of collective agreements instead of legislation might make it possible for federal states to secure a greater number of ratifications.

Other Constitutional Amendments

The Conference approved a number of other amendments to the constitution, including one which was proposed by the Canadian Government Delegate, Mr. Renaud. This amendment has to do with the determination of the eight states of chief industrial importance entitled to so-called permanent seats on the Governing Body of the ILO. It provides that an appeal may be made to the Conference from any decision of the Governing Body on the matter. (Canada at present holds one of the eight permanent seats.)

As a result of another amendment having to do with conventions and recommendations, member states will in future be called upon to report to the ILO not only on those which they have ratified, but also on those which they have failed to ratify, stating the position of their law and practice and the extent to which the matters dealt with have been put into effect by legislation, administrative action, collective agreements or otherwise. Countries will also be called upon to state the difficulties which prevent or delay the ratification of such conventions.

Other amendments have the effect of omitting references to the League of Nations in the constitution, providing for increased co-operation between the ILO and the United Nations, changing the title of the Director of the International Labour Office to Director-General, including the Declaration of Philadelphia (L.G., 1944, p. 714) as an annex to the constitution, and making a number of other changes, most of them technical.

An important proposal, made by the French Government, provided that the International Labour Conference should consist of six representatives of each member state instead of four as at present. Government representation would remain unchanged at two, but the number of workers' and employers' delegates

would be increased from one each to two each, with the proviso that one of the employers' delegates be chosen from among the managers of socialized undertakings where such exist. The weight of opinion in the Constitutional Committee being against this proposal, it was eventually withdrawn after two days' debate.

The various constitutional amendments adopted by the Conference will come into effect only after the Instrument of Amendment has been ratified by two-thirds of the member countries, including 5 of the 8 states of chief industrial importance.

Agreement with United Nations

Members of the Conference expressed approval of the Draft Agreement with the United Nations, negotiated with the Economic and Social Council last May. It was felt that the agreement safeguards the autonomy of the ILO with reasonable care and reserves to the ILO its proper field of action. When the agreement has been ratified by the United Nations the ILO will become the first of the specialized international agencies to be associated with the Economic and Social Council of the United Nations.

Protection of Young Workers

A preliminary discussion on the protection of children and young workers had taken place at the 27th Session of the Conference in Paris in 1945.

At the Montreal Conference three conventions and two recommendations were adopted, the subject matter of which appears to fall almost entirely within provincial jurisdiction.

Medical Examination

Provision that children and young workers shall receive a medical examination before entering employment forms the subject of the first two conventions, one of which applies to industry, and the other to non-industrial occupations. The two conventions are almost identical in content.

They provide that persons under 18 years of age shall not be admitted to employment unless they have been found fit for the work on which they are to be employed by a thorough medical examination. The examination is to be carried out by a qualified physician approved by the competent authority, without charge to the child or his parents.

Re-examination is to take place at least annually until the age of 18 is reached, and until the age of 21 in occupations which involve high health risks.

Vocational guidance and physical and vocational rehabilitation is to be afforded to those found by medical examination to be unsuited to certain types of work, or to have disabilities.

A member country which has at present no laws or regulations permitting the ratification of these conventions may substitute the age of 16 for the age of 18, as a preliminary step towards the full application of the provisions of the conventions. A country may also exempt from coverage areas where by reason of the sparseness of the population or the stage of development of the area enforcement would not be feasible.

The recommendation which supplements the two conventions on medical examination of young persons, suggests in detail methods for their application and enforcement.

Night Work

A convention concerning the night work of young persons employed in industry was among those adopted at the 1st Session of the Conference, in 1919. Supplementing this convention, the text adopted at Montreal applies to young workers in non-industrial occupations.

The first part of the convention applies to children under 19 years of age, and also to children over 14 who are still subject to full-time compulsory school attendance. With certain exceptions, to meet conditions of climate and other circumstances in individual countries, it provides that such children shall not be employed at night during a period of at least 14 consecutive hours, including the interval between 8 o'clock in the evening and 8 o'clock in the morning.

The period of 14 consecutive hours is reduced to 12 in the case of children over 14 years of age who are no longer subject to compulsory school attendance and to young persons under 18.

The Canadian Government was represented on the Young Workers' Committee by Miss Margaret Mackintosh and Mr. H. C. Hudson, with Mr. M. M. Maclean as substitute.

Application of Conventions

An important feature of the Conference was the partial resumption of the practice of pre-war years of examining the manner in which conventions are being applied in the various member countries.

The committee set up by the Conference to study this matter expressed the view that in order not to impair confidence in the legislative work of the ILO, the supervision of the application of past decisions of the ILO should be

considered as at least of equal importance to the preparation of new decisions.

The constitution of the ILO requires member states to report annually on the manner in which they are applying the conventions they have ratified. For the year 1944-45 a total of 725 such reports had been requested by the ILO in regard to the 52 conventions which are in force. A total of 523 reports was received, failure to supply reports being due in the case of many countries to the disturbed conditions arising out of the war.

Mr. Paul Goulet, assisted by Mr. V. C. Phelan, represented the Canadian Government on the Committee on the Application of Conventions.

Social Policy in Non-Self-Governing Territories

As a result of its discussion of social policy in non-self-governing territories, the Conference decided to place the matter on the agenda of the next general session with a view to the adoption of three conventions.

Director's Report

The debate on the Director's Report furnished an opportunity for a discussion of the work of the ILO and conditions in the various member countries. It is hoped to publish in a future issue of the *LABOUR GAZETTE* extracts from the speeches of some of the delegates from foreign countries giving summaries of their social legislation, employment conditions, and the various problems with which they are dealing.

Speaking in the debate Mr. V. C. Phelan outlined recent legislation in Canada, paid tribute to the work of the ILO, and suggested that the subjects of industrial relations and employment policy be given top priority in the future program of the Organization.

Finance

In accordance with the report of its Finance Committee of Government Representatives, on which Canada was represented by Mr. Renaud and Mr. McCord, the Conference unanimously agreed that the budget estimates for 1947 as voted by the Governing Body should constitute the expenditure budget of the Organization. This budget amounts to 11,354,378 gold francs or approximately 3,733,000 United States dollars.

It is the first budget to be adopted autonomously by the ILO following the dissolution of the League of Nations.

The budget shows two main increases, one necessitated by the development of the new system of industrial committees, the other to provide an increase in staff from 297 to 457 posts.

The Conference also adopted provisionally amended Financial Regulations of the Organization submitted by the Governing Body, it being understood that they would be referred to the Governing Body for further consideration during the interval preceding the next session of the Conference.

Presidential Addresses

In his Presidential Address at the opening of the Conference, the Hon. Humphrey Mitchell welcomed the delegates to Canada, and said in part:

"More than at any time since the inception of the International Labour Organization, its principles of social justice and the progressive improvement of living standards must be held high as a beacon light to the citizens of war-ravaged countries and to the peoples of all nations.

"The principles of social justice must be applied to our economic and social life, finding ultimate expression in their respective legislative decisions. To the extent that the International Labour Organization may help in the realization of this objective, its work must be worth while as essential to human progress."

He concluded: "In my opinion, the establishment of liberty and justice all over the world can only come about by giving voice to the simple aspirations of the great mass of the people. They must be left in peace to work out their lives so that they may establish security for themselves and families and not be the pawns in any game being played by persons bent upon satisfying their own plans for world domination.

"Unless we make social justice the cornerstone of our respective national lives and the basis of international policies, devastation and destruction must be the lot of mankind. Let us see to it at this Conference that we issue a challenge to the nations of the world, that we return to the true paths of peace, and that our energies be centred upon the age-old wish that we be our brother's keeper."

In closing the Conference, Mr. Mitchell as President followed the precedent of other ILO Conferences by reviewing the work accomplished during its three weeks of activity. He declared:

"As in all gatherings of this kind, we have had our differences of opinion. One expects those differences among men and women who are experts in the highly technical fields of labour and social affairs.

"On every major point before it, the Conference reached agreement. If at times it was not found possible to compose conflicting opinions, then the democratic method of a vote was adopted, and in good democratic fashion, was accepted by all.

"I wish to emphasize this highly significant point in the procedure of this ILO Conference, for I think the good faith with which all delegations have entered into the proceedings and have accepted the decisions, whether unanimous or by majority, might well serve as a model in other fields."

Thanking the delegates for kindness shown to the chair, he said: "I have regarded the responsibility which you gave me as one of the highest honours in my life.

"Let us," he concluded, "depart from this Conference filled with the high purpose of social justice for all which is the objective of the International Labour Organization."

Appointment of E. J. Phelan as Director of International Labour Office

THE Governing Body of the ILO, at the opening of its 99th Session in Montreal on September 16, appointed Mr. Edward J. Phelan as the Director of the International Labour Office.

Since the resignation of Mr. John G. Winant as Director in February, 1941, Mr. Phelan had directed the Office with the title of Acting Director. A native of Ireland, he joined the staff of the ILO in 1919 as Chief of Division. He later became Assistant Director, and held the rank of Deputy Director under Mr. Winant.

Mr. Phelan was a member of the British delegation to the Paris Peace Conference in 1919, where as a secretary of the Labour Commission he participated in the drafting of the Constitution of the International Labour Organization.

Born in 1887 in Waterford, Ireland, he was graduated from Liverpool University, and entered the British Civil Service, serving successively in the Board of Trade, the National Health Insurance Commission, the Ministry of Labour, and the Foreign Office. In 1918, he was a member of the British mission to Russia headed by Sir Robert Bruce Lockhart. He was the principal secretary of the first International Labour Conference at Washington, D.C., in 1919.

In 1919, he was appointed to the permanent staff of the Office by its first Director, Albert

Thomas of France. Mr. Albert Thomas held the directorship until his death in 1932, and was succeeded by Sir Harold Butler, who resigned in 1938, Mr. Winant succeeding him. Mr. Phelan thus becomes the fourth Director of the Office since its establishment 27 years ago.

The International Labour Office is the permanent secretariat of the International Labour Organization. It had its headquarters in Geneva from 1920 until 1940 when the threatened isolation of Switzerland by the Germans made it necessary to seek a centre of operations where it could communicate freely with the ILO's member countries. At the invitation of the Canadian Government, this centre was established in Montreal where McGill University provided a building for use as an office.

During Mr. Phelan's tenure as Acting Director, the Office has been rebuilt from the small, nuclear organization to which it was reduced in 1940 into an establishment of proportions similar to those it enjoyed in the pre-war years in Geneva. A sharp reduction in the budget and other exigencies of the war made it necessary to cut down the staff from more than 500 to less than 50 when the Office was transferred to Montreal. This has now been expanded to more than 230, and the proposed 1947 budget calls for personnel totalling 457.

Rehabilitation

Parliamentary Committee on Veterans' Affairs Submits Final Report*

THE Parliamentary Committee on Veterans' Affairs set up on October 9, 1945, shortly after the commencement of the first session of Canada's twentieth Parliament, submitted its final report to the House of Commons on July 25, 1946. The committee began its second series of Hearings on March 26, 1946, under an Order of Reference issued March 22, which read as follows:

Resolved, that a Select Committee be appointed:—

1. To consider all legislation passed since the commencement of the war with the German Reich relating to the pensions, treatment and re-establishment of former members of His Majesty's Armed Forces and of other persons who have otherwise engaged in pursuits closely related to war;

2. To prepare and bring in one or more Bills to clarify, amend or supplement the above legislation;

With power to send for persons, papers and records; to print its proceedings, and to report from time to time to the House:

That the provisions of Section 1, Standing Order 65, be waived in respect to this Committee.

And that the said Committee shall consist of the following members:— Messrs. Abbott, Adamson, Archibald, Ashby, Baker, Belzile, Bendickson, Bentley, Blair, Blanchette, Bridges, Brooks, Bruce, Claxton, Cleaver, Cockeram, Croll, Cruickshank, Dion (Lake St. John-Roberval), Dorion, Drope, Emmerson, Fulton, Gauthier (Portneuf), Gibson (Hamilton West), Gillis, Green, Halle, Harkness, Harris (Grey-Bruce), Herridge, Isnor, Jutras, Kidd, Langlois, Lapointe, Lennard, Marshall, MacKenzie, Macdonald (Halifax), MacNaught, Merritt, Mitchell, Moore, Mutch, Pearkes, Power, Probe, Quelch, Ross (Souris), Sinclair (Vancouver North), Skey, Tremblay, Tucker, Viau, White (Hastings-Peterborough), Whitman, Winkler, Winters, Wright.

During its initial sessions the Committee drafted and reported three Bills to the House of Commons. These bills included amendments to the War Service Grants Act, amendments to the Veterans' Land Act, and the consolidation and amendment of Orders-in-Council under the act known as the "Veterans' Rehabilitation Act". (L.G., April 1946, p. 450).

During its second series of Hearings, the Committee held 52 meetings and heard 57 witnesses, including representatives of veterans'

organizations, the Canadian Red Cross Society, and other civilian organizations as well as members of the Armed Services and officials of various departments of government. In all, 13 bills were reported to the House of Commons as listed hereunder:

1. Bill: An Act respecting benefits for persons who served in the Women's Royal Naval Services and the South African Military Nursing Service, known as Women's Royal Naval Services and the South African Military Nursing Service (Benefits) Act;

2. Bill: An Act to amend the Soldier Settlement Act;

3. Bill: An Act to amend The Veterans Rehabilitation Act;

4. Bill: An Act to amend The Veterans Rehabilitation Act (University grants);

5. Bill: An Act to amend the Pensions Act;

6. Bill: An Act to amend The War Service Grants Act, 1944;

7. Bill: An Act respecting benefits to certain persons who were recruited in Canada by United Kingdom authorities for special duties in war areas, known as Special Operators War Service Benefits Act;

8. Bill: An Act to provide for the Reinstatement in Civil Employment of discharged members of His Majesty's Forces and other designated classes of persons, known as The Reinstatement in Civil Employment Act, 1946;

9. Bill: An Act respecting loans to veterans to assist in their establishment in business or professionally, known as The Veterans Business and Professional Loans Act;

10. Bill: An Act respecting veterans of forces allied with Canada, known as The Allied Veterans Benefits Act;

11. Bill: An Act respecting allowances for war veterans and dependents, known as The War Veterans' Allowance Act, 1946;

12. Bill: An Act respecting civilian war pensions and allowances, known as The Civilian War Pensions and Allowances Act;

13. Bill: An Act to amend The Veterans' Land Act.

In addition, the Committee also made the following recommendations to the House:

1. That the period in which application may be made by soldier settlers for reduction in the amount of their indebtedness to the Director, Soldier Settlement Act, under the provisions of Orders in Council P.C. 10472, dated November 19, 1942, and P.C. 191/6282, dated September 28, 1945, be extended to the first day of September, 1946;

*For a review of the first session of this Committee see LABOUR GAZETTE April, 1946, p. 450.

2. That the Government give consideration to the introduction of a Bill to amend The Veterans' Land Act, 1942, to provide that the total cost of all homes over six thousand dollars presently constructed, or in actual process of construction under the Small Holdings Scheme, be subsidized twenty-three and one-third per cent.

3. That the Government take the appropriate action to insure that all departments and agencies of the Dominion Government comply fully with the provisions of the Reinstatement in Civil Employment Act;

4. That income tax be remitted in respect of detention allowances payable to merchant seamen under the provisions of Order in Council P.C. 12/4209 dated 12th June, 1941, as amended by P.C. 87/5204 dated 16th July 1941.

5. That the Government consider the advisability of introducing a Bill providing that:—

(1) the supervisors of the auxiliary services and fire fighters of the Corps of Canadian Fire Fighters dispatched overseas, and members of the Canadian Red Cross Society and St. John's Ambulance Brigade who served in an actual theatre of war, be accorded all benefits, pensions, rehabilitation rights and income tax exemption as members of the Armed Forces;

(2) the V.A.D.'s who served with the Canadian Army under the provisions of Order in Council P.C. 49/3546 of April 30, 1942, be granted

(a) eligibility for Class III treatment as provided for veterans under the Veterans Affairs' Act, and

(b) if pensionable, eligibility for vocational training as provided for veterans, or equivalent educational training;

(3) the orthopaedic nurses who were selected by the Canadian Red Cross Society for employment by the Scottish Ministry of Health be granted

(a) eligibility for Class III treatment as provided for veterans under the Veterans Affairs' Act;

(b) if pensionable, eligibility for vocational training as provided for veterans, or equivalent educational training, and

(c) a gratuity of fifteen dollars for every thirty days of service in an actual theatre of war as defined in The War Service Grants' Act, 1944; and that

(4) former civilian flying personnel of No. 45 Group, Ferry Command, Royal Air Force, be granted

(a) vocational and educational training as for veterans;

(b) benefits under The Veterans' Land Act, 1942;

(c) a gratuity of fifteen dollars for every thirty days of service;

(d) a re-establishment credit of fifteen dollars for every thirty days of service;

(e) eligibility for Class III treatment as provided for veterans under the Veterans Affairs' Act;

(f) eligibility under The Veterans' Insurance Act, and

(g) income tax exemption as great as that granted any other civilian group.

(6) That the present civil service preference for disabled veterans and veterans who served overseas be extended to cover all employment, both temporary and permanent, by the House of Commons and by Dominion Government agencies, inclusive of Crown companies.

Further recommendations were:

1. That the Government consider the extension of priorities in the purchase of surplus war assets to veterans on certification by the Department of Veterans Affairs;

2. That the Government consider the remission of income tax in respect of the earnings of Canadian War Correspondents while assigned to duty in an actual theatre of war.

In addition to the foregoing, a subcommittee was appointed to study a proposal presented to the Committee that the conditional grant under the provisions of The Veterans' Land Act be made available to veteran members of co-operative farm associations. The sub-committee heard representations from the Hon. John H. Sturdy, Minister of Reconstruction for the Province of Saskatchewan, and sought the advice of the Director, The Veterans' Land Act, Mr. G. A. Murchison. The Committee, while sympathetic to any suggestion which might contribute to the successful rehabilitation of veterans, was unable to find a solution to the administrative problems inherent in Mr. Sturdy's proposal, and concurred in the subcommittee's recommendation that the facilities offered under existing legislation for land settlement on a co-operative basis be further explored, and that the departmental officers continue negotiations with that Province in an endeavour to formulate some mutually satisfactory scheme.

Various proposals were examined for extension or curtailment of the veteran preference for employment in the Civil Service. The Committee did not recommend any change in the existing legislation at the present time.

As a result of this report 12 Bills were passed by the House of Commons on August 8, 1946. Previously four other Bills had been given third reading and passed by the House. Royal assent was given to these 16 Acts on August 31, 1946. As announced by the Minister of Veterans Affairs, this new legislation is being incorporated into the "Veterans' Charter", which it is planned to publish later in the year.

A summary of the legislation recommended by the Special Committee on Veterans' Affairs and given approval by the House of Commons during the recent session follows:

Summary of Legislation

Allied Veterans' Benefits Act

This is designed to ratify an Order in Council passed early in 1946, and it goes a little farther. By the Order in Council and by this Act, Canadians who served in the Allied

Forces, upon returning to Canada, are eligible for benefits under the Veterans Rehabilitation Act, the Veterans Land Act, the War Service Grants Act and the Department of Veterans Affairs Act. The language of the Act has been

sufficiently broadened in comparison with the Order in Council to insure that Canadians in the Forces of these countries that were overrun by Germany in 1940 shall not be excluded from these benefits by reason of the fact that they were unable to return to Canada within two years of their discharge. The Act provides that any similar benefits received from the country in whose forces beneficiaries under the Act may have served shall be deducted from the Canadian benefits.

Civilian War Pensions and Allowances Act

The purpose of this Act is to confer the right to pension upon certain groups of persons who rendered valiant service in the war but who were not attested as members of His Majesty's forces. All the civilian groups covered were previously covered by Order in Council, and the Act follows the terms of the Orders in Council, with exceedingly minor variations.

These groups include: merchant seamen, commercial fishermen, auxiliary service personnel, Canadian overseas firefighters, special constable guards, R.C.M.P., air raid precaution workers, volunteer aid detachments with Royal Canadian Army Medical Corps in Canada, overseas welfare workers, orthopaedic nurses employed with the Scottish Ministry of Health, civilian aircrew of Royal Air Force Transport Command and potential recruits sustaining disability while undergoing treatment in care of D.V.A. for purposes of removing disability which debarred them from enlistment.

Fire Fighters War Service Benefits Act

This Act confirms the following benefits already granted by Order in Council: gratuity on the same basis as veterans with regard to overseas service, rehabilitation grant, and the Veterans Land Act with respect to pensioners. Additional to the benefits conferred by Order in Council the Act grants all former members of the Corps (civilian) of Canadian Fire Fighters for service in the United Kingdom, who served overseas, the right to vocational training, and will allow their overseas time to be calculated under the Unemployment Insurance Act, the same as for veterans.

Pensions Act

These amendments comprise thirty-two sections affecting all veterans of every war in which Canada has participated. The principal features are restoration of the insurance principle for those serving in Canada only in World War II, and extending the benefits of the Canadian pensions scale to all Canadians

who served in the forces of the British Commonwealth or of allied nations. The principle of equal pensions for women as for men is adopted.

Reinstatement in Civil Employment Act, 1946

This statute consolidates the provisions of the Reinstatement in Civil Employment Act, 1942, and later supplementary orders in council thereto.

Soldier Settlement Act

This amendment reduced the interest rate for certain soldier settlers under the 1919 scheme who also served in World War II.

Special Operators War Service Benefits Act

The purpose of this Act is to confer all rehabilitation, pension and other veteran legislation upon approximately sixty Canadians who entered enemy-occupied countries to assist and encourage the forces of resistance. The persons coming under this Act are to be treated in all respects as if they had been members of the Canadian armed forces. This puts into statutory form the provisions of Order in Council P.C. 988 of March 19, 1946.

Supervisors War Service Benefits Act

This Act provides that auxiliary services supervisors shall be, with respect to their overseas service, on a par with former members of the forces, with the single exception of income tax exemption. This is statutory authority for Order in Council P.C. 3228 of 3 May, 1944 conferring certain rehabilitation benefits on auxiliary services supervisors, in addition, it extends to them the benefits of certain other acts.

Veterans' Business and Professional Loans Act

The purpose of this legislation is to enable a veteran to borrow from a chartered bank, a sum up to \$3,000 at five per cent interest in order to purchase a business, an interest in a business, or the tools, implements or equipment of a trade, business or profession. A guarantee is extended to each individual bank at the rate of 25 per cent on any loss incurred on the first million dollar loan by such bank, and at the rate of 15 per cent on loans in excess of a million dollars by any bank.

War Veterans' Allowance Act, 1946

This measure, while essentially an amending enactment, takes the form of a completely

new, revised and consolidated act. It is, for the most part, composed of amendments adopted during the war by Order in Council. Its principal features are that women veterans are made eligible at the age of 55 the same as widows; the basic allowances are increased, thereby permitting the allowable income to be calculated on the higher figure. The small pensioner eligible for the allowance is thus permitted a materially improved standard of living. The value of the veteran's home allowable without deduction from allowances is raised from \$2,000 to \$4,000.

Veterans' Land Act, 1942

The amended Act provides that assistance under the Veterans Land Act may be given to tenant farmers, and to farmers holding land under agreement for sale. Former soldier settlers, in default of their contracts, are permitted to qualify under the Veterans' Land Act if they have served in World War II. The administration of the Act is integrated more closely with other departmental activities administered by the Minister of Veterans Affairs.

Veterans' Rehabilitation Act

There are two amendments to this Act. The first authorizes the Government to make grants to universities to enable them to provide the additional premises, equipment, staffs and services required to meet the extraordinary increases in enrolment arising out of educational benefits provided for veterans under this Act. The second amendment contains a number of provisions, including authority for the Government to advance money to universities for the purpose of making loans to student veterans under the regulations.

Veterans' Rehabilitation Regulations

These regulations cover the provision of benefits to veterans under the Veterans' Rehabilitation Act, with respect to temporary incapacity, out-of-work allowances, awaiting

returns, vocational training, university and post graduate training and the payment of fees, grants and expenses incidental to such benefits.

Amendment to Veterans' Rehabilitation Regulations

This Order in Council makes a single amendment (correction) to the above regulations (P.C. 3244, August 1, 1946).

War Service Grants' Act, 1944

This amendment to the War Service Grants' Act, 1944 provides that a supplementary gratuity payable to a veteran who upon joining the permanent force, reverts to a lower rank, shall be calculated on the basis of the higher rank that he held before reverting. Another provision states that widows and dependent mothers of veterans who die subsequent to discharge without having exercised all of their re-establishment credit rights, may receive the balance of the re-establishment credit to which the veteran was entitled, subject to the provisions of the Act. The uses to which re-establishment credit may be put are expanded in relation to the building of a home under the National Housing Act, and in relation to the retirement of debt arising out of encumbrances on the veteran's home.

Women's Royal Naval Services' and South African Military Nursing Services' (Benefits) Act

This is an Act embodying the provision of Order in Council P.C. 6938 of November 15, 1945, conferring veterans' benefits on Canadian members of the South African Nursing Services, and providing also what certain Canadian women who served in the Women's Royal Naval Services will secure the same benefits as other Canadians serving in His Majesty's forces other than the Canadian forces.

Grievance Procedure under Collective Bargaining in United States

THE characteristics of successfully operating grievance procedures are good faith and confidence rather than any precise provisions, a study conducted by the United States Bureau of Labour Statistics into functioning grievance procedure in 101 plants, found.

It states that this view is shared by unions and management in almost every case where the procedures are considered successful and in the majority of cases where the procedure has proven unsuccessful.

Over four-fifths of the unions and companies conduct training programs in labour relations, but in only five cases do stewards and foremen receive joint instruction. The training usually deals with the provisions of the union agreement and basic union and company policy.

The study found that certain basic principles apply to every effectively functioning procedure:

- (a) Settlement should be effected solely upon the merit principle and at the point of origin in order to obviate the entrance of personal prestige and magnification of importance which occurs when settlement is achieved at higher levels.
- (b) Evidence of good faith requires prompt adjustment at the earliest possible stage. Protracted settlement produces an ever mounting strain on the confidence of the employees in the procedure.
- (c) The extent of authority granted to representatives at each level should be defined and made known to all parties. Failure to do so encourages "buck passing" and misuse of the procedure, leading to suspicions and distrust.
- (d) Stewards and foremen should possess the proper training. The more capable they are in resolving cases the fewer will be the cases reaching higher levels and the more efficient the procedure becomes. Training facilitates grievance settlement and contributes to better relations.
- (e) Responsibility for seeing that only grievances possessing real merit are presented must be accepted by the union. It must use its judgment in presenting and appealing cases to avoid inundating the grievance procedure and

thus gain management's respect for its representatives and the grievances it presents.

Grievance procedure is distinct from collective bargaining; it aims at the resolution of differences arising out of and under the terms of the collective agreement as well as the adjustment of grievances or complaints of individual workers.

In 58 of the 101 plants studied, the first step in the procedure is for an employee to present his complaint to his foreman; in all but 9 of these plants he may be accompanied by his union representative. Aggrieved employees may take part in the discussion of their complaints beyond the first step in less than one-third of the cases and, usually, only to the second step.

Unions and management differ most sharply over the employee's right to initiate his complaint personally, without union intervention at the first step. For the most part, however, they agree that the union should handle negotiations or any grievance beyond the first step.

The unions almost uniformly stress that union representatives should handle grievances from the start. They reason that the latter are better qualified to process complaints and therefore better able to obtain a favourable settlement. The union will be protected since personal favouritism and bargaining on an individual basis between employee and foreman will be discouraged and settlements will be uniform throughout the plant. Management will benefit by the union's screening of complaints without merit, thus saving time.

Generally speaking, management contends that there should be direct contact between worker and foreman and that, therefore, the union should not be present at the first step of the procedure. Some management officials claim settlement is more expeditious, more satisfactory, and involves fewer people, if complaints are handled by the worker himself with the foreman.

In nearly all cases the employee's immediate foreman or supervisor handles employee complaints at the first step in the procedure. Less than 10 per cent bypass the foreman officially.

It found that about one fifth of the plants failed to accord adequate authority to their foremen, or maintained that they "passed the buck" to higher officials, incurring adverse

delay. Unions in these cases invariably attempted to circumvent the foreman and proceed to higher levels. This has led several unions to urge complete removal of foremen in the formal procedure.

Many unions desire more authority for foremen because they feel better settlements are procured than at higher levels; that foremen are often more reasonable, anxious to maintain production, and often understand shop problems more than those above them.

Appeals Procedure

Three and four-step procedures (excluding arbitration) are most common, representing slightly over two-thirds of the 101 plants studied. Six plants have 2-step procedures; 20 plants, 5-step procedures; and 5 plants, 6-step procedures.

Five and six-step procedures occur most frequently in plants which are units of a multiplant company; otherwise there is generally no correlation between the number of steps and the size of the plant, the scope of the agreement (whether single plant or multiplant) or the industry. Although extensive variation exists in the type of representation, and the sequence and frequency in which they appear, nevertheless some common characteristics are shared by the different types. On the union side, a committee of in-plant union representatives is used most frequently at the intermediate steps; local outside union representatives (such as the business agent) generally enter the procedure after the second step; and international union officials do not participate until the next to last step. On the company side, management officials of the rank of plant manager usually represent the company, and in relatively few cases production officials below the rank of plant manager participate, at the next to last step.

If the plant manager represents the company prior to the last step in the procedure, he almost always deals only with the union grievance committee or with outside local or international union representatives.

There is considerable duplication of personnel from one step to the next, no higher authority succeeding the representative at the previous step. Duplication is most common on both sides in plants with 5 and 6-step procedures.

Final Step (Excluding Arbitration)

At the last step, prior to arbitration, the union is represented in 70 per cent of the cases by an international union representative. The remaining plants, in almost equal proportion, have either a plant union repre-

sentative or a local outside representative such as a paid business agent. Business agents are relatively more common at the last step in single plant than in multiplant companies, while the reverse is true in the case of international union representatives.

Management is represented at the last step by a company official or executive in 70 per cent of the cases and by a plant official in the others. In all but one of the cases in which plant officials represent management at the last step, there were four or less steps in the procedure. In slightly over one-fourth of the 101 cases the industrial relations department acts as management's agent at the final step.

Of the 60 multiplant companies studied, slightly over two-thirds call for the direct participation of a central office representative at the last step. Such participation is required to a greater extent in plants under a master agreement than in those covered by individual agreements.

Written and Oral Presentation

The study reports written complaints being used in four-fifths of the plants studied with about half of these introducing it only at the second level.

When written presentation is required the practice is favoured by the parties since it discourages superficial complaints and expedites settlement. For the most part, both parties consider written statements of grievances best suited to latter stages in the procedure, as oral presentation does not magnify importance or consume time in disposing of grievances. It is also claimed that early-stage written presentation unduly encumbers the procedure and impedes expeditious determination by compelling foremen to put decisions in writing. Written presentation is generally preferred in later stages as a basis for discussion and to prevent misinterpretation or changes.

Time limits on the company's answer are provided in three-fifths of the cases. About one-third of the plants set time limits on the union appeal. Fifteen plants have no time limits included in the procedure. In general, time limits to expedite the handling of complaints appear to be effective in plants with poor relations. Where relations are relatively good time limits serve as a guide and as a spur to prompt settlement, although by virtue of the relationship they appear to be unnecessary. In the latter group, time limits delay rather than expedite settlement because the maximum time allowed for an answer becomes the average time. Nearly all of the plants without time limits are characterized

by good relations and the absence of delay in company action on grievances.

Three out of five plants hold regularly scheduled meetings at specified intervals to negotiate appealed grievances. Such meetings, which are generally scheduled at the next to last step of the procedure, are usually held weekly during working hours. Notice of the agenda to be discussed is required in about one-third of these plants.

Over four-fifths of the unions and companies conduct training programs in labour relations, but in only five cases do stewards and foremen receive joint instruction. The training usually deals with the provisions of the union agreement and basic union and company policy.

Almost 90 per cent of the plants have industrial relations departments or officials to handle labour relations. In the other plants, industrial relations work is a part-time activity of a production official.

The role of the industrial relations department in the settlement of grievances appears to be wholly an individual plant matter, and therefore, only minor generalizations are possible. The authority of this department varies widely among the plants, and the results insofar as plant labour relations are concerned differ even where the authority is comparable.

In some plants with no industrial relations department, the unions feel that a full-time

person in industrial relations work is desirable because of the difficulty of meeting busy company executives.

Generally speaking, industrial relations appear to be better in plants where the industrial relations department stresses a human approach to the union agreement and to problems arising under it, than where it stresses a legalistic and formal approach and procedure.

Time and Pay for Grievance Work

In four out of five plants, management compensates union representatives for time spent in handling grievances during working hours. In the remaining plants, the union representatives are not paid for such time. In about one-fifth of the plants, after-hours grievance activity is compensated by the company.

Two-thirds of the firms which compensate for grievance work set no specific limit on the time so spent. The remaining third limit either the amount or type of grievance activity.

Grievance-pay practices are very often more liberal than, and sometimes quite contrary to, the agreements. In 40 plants, some compensation is provided, but management is more liberal than the agreements specify; in 19, no reference to pay is made but wages are paid nonetheless.

Wages Under National and Regional Collective Bargaining in United States

A research report recently released by the Industrial Relations Department of Princeton University concluded "tentatively" that national or regional bargaining wages offered a productive means for reducing labour unrest and curtailing strikes. It reported that within the seven United States industries used as the field of study generally favourable economic results were recorded. Extension of the practice was regarded as possible.

In its introduction the report states that "extension of industry-wide bargaining to other sections of American industry is being pressed by unions affiliated with both the Congress of Industrial Organizations and the American Federation of Labour, and is also suggested by experts, such as the Labour Committee of the Twentieth Century Fund. The Automobile Workers (CIO), for example, are taking preparatory steps looking toward 'an industry-wide wage agreement covering the entire membership', and the Rubber Workers (CIO) recently negotiated a uniform wage increase in conference with the four large rubber companies. Further spread of nation-wide bargain-

ing appears logical, judging from experience in democratic countries at a later stage in labour-relations evolution, like Sweden and England.

"In national or regional collective bargaining, wages are the central element. A crucial issue in multi-company agreements is whether the wage scale shall be uniform for all companies or differentiated on the basis of a firm's ability to pay, its distance from the market, or local costs of living. The problems that this issue poses for a union may be illustrated by statements of the Automobile Workers' Union in the spring of 1946. The union argued for a 30 per cent increase at General Motors on the basis of the company's ability to pay, and insisted that Ford's wage differential above the industry should be maintained. Shortly thereafter, however, President Walter P. Reuther reaffirmed one of the Union's 1943 resolutions in announcing that 'the most important economic objective of our Union is the establishment of an industry-wide wage agreement based on the principle of equal pay for equal work without regard to the geographic location of the plant'. Most national

unions in industries producing for a national market favour country-wide uniformity in wage scales to take labour out of competition".

Dr. J. Douglas Brown, who directed the research held that the improvement in wage-fixing system presently in operation was essential to sustain national prosperity and prevent the waste, friction and depression that unsound ones produced.

The report found that when wages were determined on an industry-wide basis strikes that usually accompanied differences in timing on wage changes due to competition and from rival unions demanding concessions, were avoided.

The seven industries, covered by industry-wide collective bargaining in operation for several years recorded no authorized strikes in the stove, hosiery or West Coast pulp and paper industries, only one each in pottery and pressed and blown glassware and only two each in flat glass and silk and rayon and dyeing and finishing, since regional or national bargaining was instituted.

Other effects of industry-wide bargaining are summarized as follows:

Wage decisions are likely to be more sensible and farsighted, taking into con-

sideration the economic interests of the industry as a whole, than is the case where the wage pattern is established by a "leader" or by local bargaining, with the union playing one concern against another.

Generally speaking, wage and earning levels do not seem to have risen more rapidly than for manufacturing as a whole.

Wage patterns have not served to place any additional restraint on technological improvement and new investment.

Monopolistic or collusive practices with regard to wages or economic change have not characterized any of the seven industries. Elimination of wage-cutting has tended to stress efficiency of management as the most important factor in competition. In adopting a policy of uniform wage scales, the union gives up the possibility of monopolistic price discrimination—fixing wages according to each employer's ability to pay.

Wages tend to become more stable and rigid. Group agreements may serve as a brake on wage movements both upward and downward.

The tendency is for unions to show more responsibility and restraint.

The report finds that wage uniformity is not essential to industry-wide bargaining.

Co-operative Movement in Britain

BASED fundamentally for over one hundred years on retail societies, the British co-operative movement has experienced considerable expansion in relatively recent years through the development of wholesale societies possessing extensive manufacturing and various other facilities, according to a recent article in *Labour and Industry in Britain*.

The principle underlying the entire movement, the article states, is the return of a small rate of interest on share capital supplied by the members of a co-operative society, supplemented by a yearly distribution of surplus profits proportionate to the members' annual purchases from the society.

Under British law individuals may not own more than £200 of share capital in one society, though no limitation is placed upon loan capital. However, no limitation is placed on the amount of share capital when the members in a society are other co-operatives. In Britain surplus profit allocated for distribution as dividends on past purchases is not subject to taxation: these patronage dividends are regarded as a "refund" to members of their original expenditure rather than profit. Other-

wise, the co-operatives are governed by the same tax conditions that apply to non-co-operative business.

The aggregate holdings for the entire co-operative movement in Britain in 1944 approximated 684 million pounds, an increase of some 200 million pounds over 1941.

Retail Societies

In 1944 there were more than "one thousand retail co-operative societies in Britain with a membership of more than 9½ millions, assets of more than \$1½ billion and annual sales of nearly \$1½ billion. All are conducted on the Rochdale principle, namely that every retail society is controlled by its own members; and that voting is always on the principle of "one member—one vote", no matter what the size of the shareholding. Loan capital can be held in addition.

It has been estimated that in 1932 the trade of the retail stores (which are open to purchases by non-members as well as members) was equivalent to 8.8 per cent of the country's total retail trade, or 10.7 per cent if expenditure on drink and automobiles is eliminated. Food was the largest constituent.

Sales of food by retail co-operative shops rose from 12.3 per cent of national sales of food in 1925 to 20 per cent in 1940. In the same period, however, sales of footwear rose from 4.4 per cent of national sales to 10 per cent; and coal from 7.7 per cent to 20 per cent.

Wartime figures show the strength of retail co-operative stores in the sale of food. In 1943, 25-27 per cent of the entire population registered at these stores for sugar, butter and margarine, bacon and ham, cooking fats, preserves, and cheese; 18 per cent registered for eggs and 15 per cent for meat. One-third of all milk consumed was sold by co-operatives. Though co-operative societies closed 380 shops (up to May, 1944) owing to bombing, changes of population, etc., they opened 692, showing a net gain of 312.

The retail co-operative stores obtain their supplies partly from the co-operative wholesale societies and partly from non-co-operative sources. Prices tend to be about the same as in non-co-operative stores, the policy usually being to make the return to members not through "cut prices" but through the dividend on purchases at the end of the year. In 1935, 74 per cent of retail societies, containing 80 per cent of total co-operative membership, paid a dividend of between 5 and 12½ per cent on purchases; 11 per cent of co-operative membership received a smaller dividend, and 9 per cent a larger one.

Wholesale Co-operative Societies

The two main wholesale co-operative societies—the Co-operative Wholesale Society (CWS) and the Scottish Co-operative Wholesale Society (SCWS)—are owned almost entirely by the retail societies, who are its members in the same way as individuals are members of the retail societies. Membership is open, also, to other co-operative organizations. There is no restriction on the amount of share capital that each member organization can hold, but otherwise the Rochdale principles operate, with a profit surplus of each society being returned to members as a dividend in proportion to purchases.

In 1941, the CWS had net sales of £142.9 million and a net surplus of £3.9 million; the SCWS figures were £32.1 million net sales and almost £1 million net surplus, giving total wholesale sales of approximately £175 million and a surplus of £4.8 million.

The wholesale societies have four main fields of activity: importing, manufacturing, merchandising and finance. It has been estimated that in 1935 they supplied retail co-operatives with "70 per cent of the goods sold".

Although most of the business of the CWS and SCWS is conducted independently, the two organizations jointly run an "English and Scottish Joint Co-operative Society" which is primarily engaged in the production and marketing of tea. These operations recorded a £9,000,000 volume in 1944. In addition they operate a co-operative insurance society.

"The CWS has its own Banking Department which acts as a banker for co-operative societies, trade unions and friendly societies, as well as for individuals. Its assets are over £155,000,000, and its annual turnover more than one billion pounds. The SCWS has an interesting international link with *Kooperativa Forbundet* (CWS) of Sweden in the British Luma Cooperative Electric Lamp Society, opened in September, 1939, in which two-thirds of the share capital is held by the Scottish and one-third by the Swedish society."

Other Co-operative Undertakings

District organizations formed by a number of retail societies for special purposes, such as baking, dairying and laundering, etc., reported sales of about £2,500,000 in 1935. There exist also a number of national federal societies such as the Co-operative Printing Society and the Co-operative Press which publishes a national Sunday paper, *Reynold's News*, and other publications.

Productive societies, distinct from the wholesale organizations, engaged mainly in the manufacture of clothing and footwear, carried on trade in 1944 amounting to about £9,300,000. Agricultural societies "have not made great progress" in Britain the article claims. In 1943 there were in England 85 societies with 84,549 members and a total share capital of £1,369,904. They have no close affiliation with the remainder of the co-operative movement.

The article predicts that the co-operative movement in Britain, possessing ample funds, will "expand rapidly in the post war period" both along traditional lines and along lines hitherto not engaged in.

"All branches of Britain's co-operative movement belong to the Co-operative Union, a national body which strives both to develop advanced methods and efficiency in all co-operative enterprise and, at the same time, to uphold the social objectives on which the movement is based".

In politics, the co-operative movement has its own Co-operative Party which maintains its identity, even though in most respects it follows the Labour Party. In the General Election of 1945 it secured 23 seats (the largest number previously held was 10), and two leading co-operators—Mr. A. V. Alexander and Mr. A. Barnes—were given Cabinet rank in the new Government.

Control of Inflation in Britain

A description of the measures utilized to curb inflation in Britain during the war and in the critical reconversion period is contained in the June issue of *Labour and Industry in Britain*. The article states that inflationary pressure in Britain has emanated from two sides; long working hours and increased pay rates which swelled the income and hence purchasing power of a distended working force; and a greatly decreased volume of goods which resulted from the country's mobilization for war purposes.

The pattern of control during the war was to contain personal expenditure within rigid bounds, and to vastly increase taxation and savings. This, the article states, constitutes the same method which will be pursued as long as the threat of inflation exists, subject to modifications necessitated by factors inherent in peace-time production. For example, rigidly high taxation proved a constructive inflation curb during the period when civilian production was reduced to the barest essentials but in so far as tax relief can induce increased civilian production in the reconversion period (by increasing incentive) a flexible taxation policy relieves inflationary pressures. However, the equalizing of domestic supply and demand can only be approached at a moderate rate due to Britain's need to earmark for export a large part of her production, the article contends.

"The use of direct taxation and the strong encouragement of saving as anti-inflation weapons are relatively easy to follow. Much more complicated have been the methods used, and still being used, to control the use of the funds left with the consumer." This has involved strict price control on essential commodities applied conjunctly with a strict rationing program and heavy indirect taxation penalties on non-essentials like tobacco and alcoholic beverages. Inessential, difficult-to-control goods have been permitted to reach steep price levels in order to sop up a certain amount of loose cash. "Peaches selling for \$3.00 each off a barrow in a London street are an example of this."

"Clearly the key to the success of the whole program lies in the ability to control the basic cost of living." Failure would introduce an inflationary wage-price spiral incapable of being arrested before irreparable damage had been committed. The exercise of restraint in wage demands by trade unions during the war has been reduced to some extent during the

transition period, due largely to the demand for compensation for diminished earnings as a result of the curtailment of consistent overtime. Average weekly wage rates rose to 58 per cent above the 1939 level by April 1946 as a result of the movement for wage increases. To a limited extent the effects of the increase in average wages, the article estimates, will be attenuated by improved domestic supply and the pledge by labour to "do its utmost in the new production drive." Price control, however, is being maintained "in every particular."

Supply and Distribution of Consumers' Goods

"Until the supply of consumers' goods in Britain is adequate for current needs and satisfies the backlog demand created by seven years of drastic shortages, the task of ensuring essential supplies at controlled prices and spreading them fairly over the whole community will remain a central point of the anti-inflation program. Without such action, shortages would lead to hardship and runaway prices. Even given price control, an absence at the same time of effective control over supply and distribution might lead to an uncontrollable black market."

In some cases the Government acts as the primary purchaser, of all domestic production and imports, selling them to commercial distributors. In other cases control over supply is maintained by a system of licensing for manufacture or import or by specification of the types of products which may be produced. Strict rationing of basic foods, clothes and utility furniture, "as severe as during the war," is maintained, weekly quantities under the ration being governed by changes in the availability or scarcity of the goods. Less urgent goods are placed freely on the market as they become more available but can be sold only under controlled prices.

Price Control

Wartime control over raw materials still continues in existence for the most part, the article states. Maximum prices are sometimes set at or below cost where the Government is the sole purchaser or importer for re-issue to users. Above cost prices are set in cases where provision of a common selling price for home and foreign production is desired.

Almost all foodstuffs are subject to price control, mostly by the setting of specific

maximum prices for each stage of distribution. Where the final distribution of foodstuffs is not automatically controlled through rationing, the Ministry of Food itself accepts the responsibility for distribution from the point of production or importation to distribution centres at which the goods are released to traders.

"The problem of price control (and of distribution) is relatively simple in the many cases where the Ministry of Food is the sole first-hand purchaser or importer of all stocks. This applies to cheese, butter, most canned goods, meat and milk. For manufactured foods, a good deal of simplification (and even pooling) of products was necessary to make a uniform maximum price list possible. All manufactured foods must be labelled with the approved maximum retail price. Fish maximum prices are fixed at four stages of sale, and in order to keep prices uniform throughout the country the Ministry pays the transport charge from the port to inland traders, recouping itself by a small levy on first-hand sales. The most difficult foods to control in price have been fresh fruits and vegetables, but the difficulties have largely been met in an elaborate price schedule."

Extensive use of subsidies is made in curbing inflation through the maintenance of stable price levels. The continued use of these subsidies will be contingent upon the cost to the Government. The Chancellor of the Exchequer has stated that although the holding of the cost of living steady was a wise policy "we cannot go on doing this indefinitely regardless of cost." However, no immediate change is being contemplated. The estimated total cost of subsidies for 1946-47 is \$1,340,000,000.

For consumer goods other than food, control is vested in the Board of Trade which in 1941 was granted authority to set maximum charges and similarly for any services in relation to goods. Administration is carried out by setting a specific maximum price, or by relating a maximum price to the price on a particular day or by setting a permitted margin to be added to cost.

A new wartime development, "utility production, may possibly become a permanent element in the British economy", the article contends. This production is carried out

under the supervision of the Board of Trade which ensures that an adequate proportion of the nation's productive capacity is devoted to the fabrication of goods produced in the most economical manner possible under Government specifications. "From the beginning a high standard of quality has been set." The cost of living is kept down by concentrating demand upon utility goods through the fixing of lower prices than for comparable non-utility articles and the removal of the purchase tax on them. "Within six months after its introduction in 1941 70-80 per cent of civilian clothing was utility." It has since spread to many other fields.

Rent has been fixed at the 1939 level with no increase allowed except for improvements.

Taxation

One of the most remarkable features of Britain's war finance was the success in meeting a very high proportion of internal war costs through taxation. Despite the huge increase in central government expenditure, taxation, at very steep rates met more than half of it in the later war years, and thus reduced to a very considerable degree its inflationary effects.

In 1938, central government expenditure on goods and services totalled \$3.2 billions and central government taxes \$3.4 billions. By 1945, expenditure had risen to \$22.4 billions and taxes to \$12.6 billions or 56 per cent of expenditure. Over the six years 1940-45, central government expenditure totalled \$115 billions, and central government taxes \$57 billions, or almost 50 per cent.

Savings

The article concludes with a reference to the success of the savings campaign which increased private savings from 6 per cent of private income in 1938 to about 16 per cent in 1945. An important aspect of inflation control, it states, is the quantity of small savings in the economy. Special small savings certificates and deposits accounted for about 40 per cent of the total savings recorded between September 1939 and the end of 1945. The Government has repeatedly emphasized the continuing need to maintain small savings at a high level.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases.

International Business Machines Company, Limited, Toronto, Ont. (Correction).

L'Association des Constructeurs de Quebec et autres entrepreneurs du District de Quebec and La Conseil des Metiers de la Construction des Syndicats Nationaux Catholiques de Quebec.

Pacific Coyle Navigation Company, Limited, Marpole Towing Company Limited, Van-

couver Barge Transportation Limited, Victoria Tug Company, Limited, M.R. Cliff and B.C. Mills Towing Company, Limited, Young and Gore Tugboat Company, Limited, and Canadian Seamen's Union.

Grand and Toy Limited, Toronto, Ont.

Ingersoll Machine and Tool Company, Limited, and United Steelworkers of America, Local 2918.

Canadian Merchant Service Guild, Inc., and B.C. Tugboat Owners' Association.

Re: International Business Machines Company, Limited, Toronto, Ont.

Reasons for Decision¹

This is an appeal which concerns a Decision of the Regional War Labour Board for Ontario, dated February 21, 1946. The Company had asked the Regional Board to approve a general increase in wage rates for the classifications concerned. The Regional Board approved the increases requested for some occupational classifications, but denied the requests made in respect of other classifications.

Prior to November 1939, the Company's regular work week was one of 42½ hours. At the commencement of the war, the work week was increased to 55 hours, and there it remained until January, 1944, when it was reduced to 50 hours. In January, 1944, the wage rates of the employees were increased by amounts equal to 10 per cent of their previous rates. Outside of this adjustment the only addition to the 1939 rates of these employees came about through incorporating therewith the cost-of-living bonus.

The Company wishes to revert to its original regular work week of 42½ hours, but says that it is not practical to do so under the Regional Board's Decision. That Decision

adjusted the rates of only 55 per cent of the employees concerned, and in the opinion of management would be unfair to the remaining 45 per cent to revert to the Company's original work week.

We have examined the schedule of wage rates in effect prior to the Regional Board's Decision under appeal. Some indication of the level of those rates may be obtained when it is known that the weighted average thereof is 85½ cents an hour. While that figure may be regarded as being above the average, it must be realized that most of the employees concerned are engaged in operations requiring much experience and a high degree of skill.

To approve the Company's request in this case, however, would enable the Company to establish a schedule of wage rates which would, undoubtedly, have a disturbing effect upon the rates paid in other establishments in the Toronto area.

Having regard to all the circumstances in this case, we have come to the conclusion that it would be just and reasonable to authorize the Company to increase its ranges of rates by 10 cents an hour. We allow the appeal and revoke the Decision of the Regional War Labour Board. There will be a Finding and Direction accordingly.

July 26, 1946.

¹Above decision as originally issued read (last paragraph) "to increase its ranges of rates by 19 cents an hour". As now indicated this should have read "10 cents an hour".

Re: L'Association des Constructeurs de Quebec et autres entrepreneurs du District de Quebec and Le Conseil des Metiers de la Construction des Syndicats Nationaux Catholiques de Quebec

Reasons for Decision

With leave of the Regional War Labour Board for Quebec, the Association appeals from a decision of that Board, dated May 7, 1946, and the Building Trades Council cross appeal.

The Regional War Labour Board's decision was made as a result of an application by the Council for a direction to increase wage rates for labourers in the construction industry by five cents an hour and for all other tradesmen in the industry by ten cents an hour. The Regional Board's decision was to increase the wage rates for labourers by 5 cents an hour, for painters, enginemen-mixers, enginemen-compressors, pipe mechanics, ornamental iron and bronze mechanics, floor scrapers, polishers and sanders, by six cents an hour, and for bricklayers, plasterers, masons, carpenters, electricians and tinsmith roofers, by ten cents an hour and for certain weekly rated employees, by \$2 per week.

The employers represented by the Association carry on their respective businesses in the judicial district of Quebec (excluding the county of Laviolette), and the counties of Beauce, Dorchester, Megantic, Bellechasse, Montmagny, l'Islet, Kamouraska, Temiscouata, Riviere-du-Loup, Rimouski and Matane. By decree number 1653, published by the Department of Labour for Quebec, under the authority of the Collective Agreement Act of that Province, the said judicial district and counties are divided into four zones. There are differentials in wage rates for each classification as between zones. The increases in rates awarded by the Regional Board apply to the said occupational classifications in each zone.

It was argued on behalf of the Appellant Association that the Regional Board erred in granting the increases since it was not shown and could not be shown that the rates were low in comparison with the rates generally prevailing in the locality for the same occupational classifications. According to the evidence and the record, the Regional Board's decision is intended to affect every contractor in the areas above named. This being so, it was not possible for the Regional Board to limit comparisons to the said areas. It was necessary in the circumstances for the Regional Board to look elsewhere for comparisons, and this is precisely what the Regional Board did.

It is clear to us that the Regional Board, while making comparisons with the rates prevailing in other localities, did not order that that the rates in question be increased to the level in effect in the other localities. What

the Regional Board apparently did was to take into account the increases which had been granted from time to time to employees in the same occupational classifications in the other localities and endeavour to make corresponding adjustments in the rates involved in this appeal.

We have analysed the schedule of rates fixed by the Regional Board and we approve of all of them with the exception of the rates for pipe mechanics (journeymen and junior journeymen), ornamental iron and bronze mechanics (journeymen fitters and blacksmiths) and floor scrapers, polishers and sanders. For employees in these classifications, the rates should be as requested by the Council. Such adjustment would maintain proper differentials as between the several classifications in the said areas and would also substantially maintain the differentials previously existing for the same classifications in the other localities used for purposes of comparison.

The Regional Board authorized the employers concerned to adjust the rates with effect from February 23, 1946, and ordered the employer to pay such rates as and from the date of the publication of the adjusted rates in the Quebec *Official Gazette*. As for the last provision, it is presumed that the Regional Board anticipated that the Provincial Department would amend its decree to give effect to the Regional Board's decision. With much respect we are of the opinion that the effective date of the Regional Board's direction should not have been made dependent upon any such action by the Provincial Department. We are assured that the said decree has not been amended. As a consequence, the Regional Board's decision has no effect other than to authorize.

Having regard to all the circumstances in this case, we consider that it would be fair and reasonable to fix October 1, 1946, as the date from which all employers must pay the increased rates.

The result of this decision is to allow the appeal in so far as it concerns the effective date of the Regional Board's decision, and to allow the cross appeal to the extent that the wage rates for pipe mechanics, ornamental iron and bronze mechanics and floor scrapers, polishers and sanders shall have their rates increased by ten cents an hour in place of six cents as previously awarded by the Regional Board.

This decision will be confirmed by a Finding and Direction. The Finding and Direction will have attached thereto a schedule of the rates as adjusted.

September 13, 1946.

Re: Pacific Coyle Navigation Company, Limited, Marpole Towing Company, Limited, Vancouver Barge Transportation Limited, Victoria Tug Company, Limited, M. R. Cliff and B.C. Mills Towing Company, Limited, Young and Gore Tugboat Company, Limited, and Canadian Seamen's Union

Reasons for Decision

This is an application by the Union on behalf of unlicensed personnel comprising deckhands, firemen, oilers and cooks employed on the tug boats of various types owned and operated by the six companies. The Union asks this Board to direct the companies to increase wage rates, pay overtime and to establish an eight hour day for the employees. In detail the Union requests:

- (a) an increase in wage rates to One Hundred (\$100) Dollars per month for deckhands and firemen and to One Hundred and Fifteen (\$115) Dollars per month for cooks;
- (b) a differential over the above rates for service on tow boats while operating north of the southern entrance of Queen Charlotte Sound and/or on the West Coast of Vancouver Island;
- (c) overtime at the rate of Seventy-five cents (75c) per hour;
- (d) establishment of an 8-hour day "equivalent", i.e. on the basis of twenty (20) 12-hour days and ten (10) days off per calendar month.

At the hearing, representatives of the Union asked leave to amend the application by deleting that part thereof which is contained in clause (a) above and substituting therefor a request for an increase of 15 cents per hour on the basis of a 240 hour month. The Union did not give the Companies any notice that it was seeking such amendment. Counsel for the Companies opposed the motion to amend on the ground of lack of notice. He also reminded the Board that his clients were not present and accordingly he could not receive any direct instructions.

This Board has never considered it necessary to provide any specific rule on the point mentioned in the last above paragraph. Nevertheless, it should be obvious that any party opposing an application must be given reasonable notice before hearing of any change proposed for the application in order that he may have an opportunity to meet the change if he is so advised.

However, we have come to the conclusion that it would not be reasonable to fix one rate for an occupational classification and apply it regardless of the type or size of tugboat on which a person in that occupational classification may be employed. Therefore, the Union's request made in the original application can-

not be approved. On the other hand, we see merit in the request for a uniform increase. That would maintain differentials which presently exist and for good reason.

The Companies allege that the proposed increases in wage rates and changes in working conditions will be beyond their means to pay without an increase in their present tariffs for towing and freight handling. It is also alleged that it would be difficult to secure enough personnel to man the vessels if the "20-10" proposal of the Union is approved. A study of the financial statements of the several companies makes it appear that the companies cannot pay additional labour costs without obtaining some relief by way of adjustments in towing and freight charges.

Notwithstanding the foregoing, we are of the opinion that the present wage rates should be adjusted. These rates are low in comparison with the rates which comparable employers in the same locality are paying to employees in the same occupational classifications. In the circumstances we consider it just and reasonable to direct a wage increase of \$20 per month to employees in each of the occupational classifications covered by the application. The increases will have effect on and after October 1, 1946. Our reason for post dating the increase is that the Companies should be given time in which to seek and obtain such adjustments in their tariffs as may be required.

It was developed at the hearing that ranges of rates presently exist for each such occupational classification based generally on the type of vessel and the area in which service is performed. Normally it is only the larger boats which operate in the more exposed waters for service in which a rate differential is asked. A differential is already allowed for such service through the range of rates for each classification, the higher wage rates in the range being those paid on the sea-going vessels. That part of the application must therefore be denied.

While expressing its agreement with the general principle of an 8-hour day where that term of employment is practicable, the National Board considers that in the present case the exigencies of service inherent in the towboat industry on the British Columbia Coast are so unusual, but so well known to all

who accept employment in that industry, that the question of what shall constitute a working day or month as the case may be, can best be left to the good sense of the parties immediately concerned.

Therefore, the Board refers that phase of the application back to Canadian Seamen's Union and the employing Companies with the recommendation that they enter into negotiations. The Board hopes that mutual agreement may result on such basis that upon joint applica-

tion approval can be given to the settlement consistently with the provisions and purposes of the Wage Control Order.

As the question of overtime conditions is bound up with agreement as to working hours, decision on that point also is deferred pending result of the negotiations.

Finding and Direction will issue accordingly in respect of wage rates.

September 16, 1946.

Re: Grand and Toy Limited, Toronto, Ont.

Reasons for Decision

The Company applied to the Regional War Labour Board for Ontario for approval of the Company's reclassification of their "Outside Salesmen". The Company wishes to reclassify its salesmen into three categories, Junior, Intermediate and Senior. The Ontario Board authorized such reclassification but the Company takes exception to the maximum rate which that Board authorized the Company to pay to its "Senior Salesmen", and, aside from the question as to the date on which the decision will become effective, this constitutes the only point under appeal.

The evidence in this case indicates that until recently, the Company's salesmen were paid on a salary basis (time rate). The complex nature of the Company's business, with widely varying mark-ups prevailing in the several major classifications of the business, put certain obstacles in the way of establishing the commission basis of remuneration. It is stated that the Company has now evolved a means of determining accurately the value to the Company of an individual salesman's efforts. The new method is related to gross profit produced through the salesman's activities.

In most cases of this kind, it would be sufficient to approve the plan without reference to a range of rates. In this case, it is appropriate to fix a range of rates and permit the Company to apply its method of remuneration so that the actual earnings of each senior salesman will be within the range.

We have compared the proposed range of rates for the Company's Senior Salesmen with those established by comparable employers for their employees in the same occupational classification. Such comparison reveals that the range of rates now requested is fair and reasonable and we approve the same.

There remains the question of retroactivity of this Board's decision. The Company made its original application on February 13, 1946, at which time they requested the Regional Board to make its decision effective as from April 1, 1945. The Regional Board declared its decision to be effective as from April 1, 1946. A study of this case reveals that the Company's fiscal year is from April 1 to March 31. Presumably, therefore, it would be desirable to have the new rates become effective with the commencement of a new fiscal year. In order for the Regional Board to satisfy the request of the Company, it would have been necessary to make its Order retroactive approximately 10½ months before the date of the Company's application. We feel that this would have been unreasonable. The question of retroactivity involves a matter of discretion by the Regional Board and in our opinion the Regional Board has exercised its discretion in a proper manner. The effective date of the decision should be April 1, 1946, which is the commencement of the Company's current fiscal year.

Finding and Direction will be issued accordingly.

September 27, 1946.

Re: Ingersoll Machine and Tool Company, Limited, and United Steelworkers of America, Local 2918

Reasons for Decision

This is an appeal by the Company from a Decision of the Regional War Labour Board for Ontario, dated June 24, 1946. In and by that decision, the Company was directed to adjust ranges of rates for the several occupational classifications of its employees, and in

addition, and notwithstanding the fixing of ranges of rates, to increase by five cents an hour, the wage rates of each employee. This appeal concerns only the direction to increase rates within the ranges.

By the first part of the Regional Board's decision, ranges of rates were adjusted. That

having been done, it seems to us that the Regional Board's wage-adjusting powers had been exhausted for the time being. With much respect we are of the opinion that the Board entered a field which, by the terms of the Order, is left to the employer. Even if the second part of the Regional Board's decision was allowed to stand, it would have little or no effect because the employer, by his own act, could undo all that had been done by the Regional Board. The freedom of discretion and action which is reserved to the employer in respect of this issue, is expressed in Section 25 (1) (a) of Wartime Wages Control Order, 1943. The provision is as follows:—

Nothing contained in this Order shall be deemed in any way to prohibit an employer (a) from increasing or decreasing the rate paid to an individual employee within the

limits of a range established by him under this Order, or by or pursuant to a direction of the National Board for the occupational classification in which the employee is employed . . .

Views in line with the foregoing were announced in this Board's decision in the Imperial Optical Company case (L.G. August, 1946, pp. 1044-5).

While the law provides that the employer, by his own act, may adjust rates of individual employees within the range of rates in effect for that employee's occupational classification, it is only right to assume that the Union, through negotiation, can exert some influence upon the employer.

The appeal is allowed. Finding and Direction accordingly.

October 1, 1946.

Re: Canadian Merchant Service Guild, Inc., and B.C. Tugboat Owners' Association

Reasons for Decision

The Canadian Merchant Service Guild Inc., represents the Masters and Mates employed on tugboats owned and operated by 40 employers who are members of the B.C. Tugboat Owners' Association. There are approximately 228 Masters and 194 Mates now in the employ of the members of the Association.

The Guild filed with this Board, an application for an order, directing the employers

- (a) to increase by thirty (\$30.00) dollars, monthly rates for Masters and Mates;
- (b) to establish an 8-hour day equivalent, i.e. on the basis of twenty (20) 12-hour days with ten (10) days off per month;
- (c) to pay overtime at the rate of \$1.50 per hour for Masters and \$1.10 per hour for Mates;
- (d) to grant two weeks vacation with pay, and time off in lieu of statutory holidays worked; and
- (e) to pay a differential of \$20.00 per month to all Masters and Mates on tugboats operating on the West Coast of Vancouver Island, Queen Charlotte Island Sound west of 128th meridian and north of 51° north latitude, Hecate Straits.

We shall deal with each of the issues above-mentioned in the order stated.

In this Board's decision, dated September 16, 1946, made in the case of the Pacific Coyle Navigation Co. Ltd., and five other employers, and Canadian Seamen's Union, the Companies were directed to increase the wage rates of the unlicensed personnel on tugboats, by \$20.00 per month with effect from October 1, 1946. That increase has also been granted to the unlicensed personnel employed by other tugboat operators on the west coast. The Masters and Mates concerned in this case and the said unlicensed personnel are employed on the

same group of vessels. In view of the foregoing, we have decided to direct the employers to increase the monthly rates of their Masters and Mates by the same amount, namely, \$20.00, and with effect from October 1, 1946.

We now consider the Guild's request for an order or declaration that twenty days shall constitute a calendar month's work for the Masters and Mates on tugboats. It appears that the parties negotiated on this issue but were unable to agree upon terms of settlement. The parties ask us to determine the issue. To provide a solution it is necessary for us to chart a new route on the sea of industrial relations.

On the previous occasions we have expressed agreement with the general principle of an eight-hour day where that term of employment is practicable. In this case, however, it would be impossible to implement such a term of employment. Extra officers and crew members would be necessary under such conditions. The vessels could not be made to accommodate additional personnel. Both parties agree on this point.

An effective alternative is that of allowing time off in port. Indeed the employees concerned are now allowed time off on the basis of one day per week. One week's vacation with pay is also granted to the employees. The normal duty time for Masters and Mates comprises 306 days per year. The Guild wants the duty time reduced to 240 days per year, sixty-six days less than at present. The plan we are about to propose will permit the employees to have several consecutive days ashore each month. The benefits which will accrue from such a plan will far out-weigh those which might be available under con-

ditions where the employee would have time off duty while aboard ship. It is difficult to measure the difference in benefits but it seems reasonable to us to assess the benefits to be obtained under the proposed plan at double the value of the benefits resulting from time off aboard ship. On that basis we are of the opinion that it would be just and reasonable to increase time off by 33 days per year. This number of days (33) when added to the 51 days now taken off duty by the employees equals 84 days per year or 7 days per month.

The Finding and Direction of this Board will provide that days off for Masters and Mates on harbour boats shall be allowed within the calendar month and at least 3 days of which will be taken consecutively. As for the outside boat crews, days off must be allowed within a three-months' period. For the purpose of this provision the three-months' periods shall terminate on March 31, June 30, September 30 and December 31. Masters and Mates on outside boats should have at least 5 consecutive days off in each three-months' period.

We hold that the Guild has failed to produce any sound reasons why the Masters and Mates should be paid punitive rates for overtime, and we accordingly dismiss that part of the application which affects such issue.

In view of our decision to allow the employees additional time ashore, we do not consider that it would be reasonable to change the existing vacation-with-pay plan or to make any direction respecting statutory holidays.

In the *Pacific Coyle, et al*, and the *Canadian Seamen's Union* case consideration was given to the C.S.U. request for a wage differential for employees on vessels operating in the areas described in (d) above. In that case we had this to say on the point:—

It was developed at the hearing that ranges of rates presently exist for each such occupational classification based generally on the type of vessel and the area in which service is performed. Normally it is only the larger boats which operate in the more exposed waters for service in which a rate differential is asked. A differential is already allowed for such service through the range of rates for each classification, the higher wage rates in the range being those paid on the sea-going vessels. That part of the application must therefore be denied.

The above-quoted reasons apply with equal force to this case, and we dismiss that part of the application now before us.

Finding and Direction accordingly.

October 4, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decisions as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of September. During this period the Board received nineteen applications, held five hearings, issued five certificates designating bargaining representatives, rejected four applications, ordered five representation votes and gave decisions in three appeal cases.

Certificates Issued

Five applications for certification of bargaining representatives were approved by the Board and certificates issued as below:

1. Messrs. J. L. Pateman and A. Mose and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, for the clerks employed in the superintendent's office of the *Canadian Pacific Railway Company, Saskatoon, Sask.* The assistant-chief clerk and the superintendent's stenographer were excluded from the bargaining unit.*

2. Messrs. J. A. Sullivan, H. Davis and T. G. McManus and the *Canadian Seamen's*

*Union for the Unlicensed Personnel on vessels operated by the Gulf and Lake Navigation Company Limited, Montreal, P.Q.**

3. Messrs. Austin Smith, Edward Wennerlow and William Foster and *Local 507, International Longshoremen's and Warehousemen's Union*, for employees of the *Canadian Stevedoring Company Limited, Vancouver, B.C.*, engaged in operations for scaling, washing, cleaning, sweeping, chipping and painting of ships and ship's parts; cleaning of deep tanks, lining and fitting of ships for grain; fitting of ships for livestock and other commodities; shoring-up of cargoes; and operators of gear and equipment aboard ship only, including the storekeeper-gearman. The foreman was excluded from the bargaining unit.*

4. Messrs. Austin Smith, Edward Wennerlow and William Foster, and *Local 507, International Longshoremen's and Warehousemen's Union*, for the employees of *Louis Wolfe & Sons (Vancouver), Limited, Vancouver, B.C.*, engaged in operations of scaling, washing, cleaning, sweeping, chipping and painting of

ships and ship's parts; cleaning of deep tanks, lining and fitting of ships for grain; fitting ships for livestock and other commodities; shoring-up of cargo; and operators of gear and equipment aboard ship only, including the truck driver: The foreman was excluded from the bargaining unit.*

5. Messrs. J. Clazier, W. E. Sykes, R. C. Harvey-Jellie and A. L. Fleming and the *Quebec Federation of Professional Employees, Unit No. 3*, for the following employees of the *Bell Telephone Company of Canada, Montreal, P.Q.*: In the *Department of the Vice-President, Engineering*: vice-president, inventory and cost engineer, architect, general plant extension engineer, transmission and foreign wire relations engineer, staff engineer, toll plans engineer, equipment standards and maintenance engineer, outside plant standards and maintenance engineer, supervising engineer (dial, power and test-room operation), supervising engineer (Stations and P.B.X.), architectural draughtsman; in the *Engineering Department, Eastern Area*: chief engineer, plant extension engineer, transmission engineer, buildings engineer, equipment engineer, outside plant engineer, program and cost studies engineer, budget and records supervisor, foreign wire relations engineer, toll plans engineer, transmission practices engineer, radio telephone engineer, toll equipment engineer, power engineer, local equipment engineer, exchange plant engineer, toll plant engineer; in the *Eastern Area, Plant Department, Montreal Division, Engineering*: division plant engineer, right of way supervisor, district plant engineers, transmission engineer, equipment engineer, special studies engineer; in the *Eastern Area, Plant Department, Eastern Division, Construction and Plant Engineering*: superintendent of construction and plant engineering, division plant engineer, district plant engineers, special studies engineer, transmission engineer, equipment engineer, division superintendent of toll cable plant, toll cable engineer.

Applications for Certification Rejected

1. "*Eldorado Section*" *Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers and Eldorado Mining and Refining (1944) Limited, Port Radium, N.W.T.* (L.G. May 1946, p. 607). Following an investigation of the application, the Board reached the decision to reject the application for the reason that it did not have the support of a majority of the employees affected.

*Following investigation of the application and a representation vote.

2. *International Longshoremen's and Warehousemen's Union, Local 507, and Searle Grain Company Limited, New Westminster, B.C.* (L.G. July 1946, p. 902). The Board reached the decision to reject the application following a representation vote, as the applicant union failed to obtain the support of a majority of the employees affected.

3. *National Seamen's Association of Canada and Canada Steamship Lines, Limited, Montreal, P.Q.* (L.G. August 1946, p. 1051). Following an investigation of the application, the Board reached the decision to reject the application for the reason that it did not have the support of the majority of the employees affected.

4. *Canadian Seamen's Union and Saguenay Terminals Limited, Montreal, P.Q.* (L.G. September 1946, p. 1221). Following an investigation of the application and a public hearing, the Board decided to reject the application for the reason that the employees affected did not come within the jurisdiction of the Board.

Representation Votes Ordered

1. *Order of Railway Conductors and Canadian Pacific Railway Company, Eastern and Western Lines, Montreal, P.Q.*, (L.G. July 1946, p. 902). Mr. C. W. Rump, Industrial Relations Officer, Ottawa, Ontario, was appointed by the Board to act as Returning Officer in votes of road train conductors, employed on Eastern and Western lines of the Canadian Pacific Railway Company, Montreal, P.Q.

2. *Brotherhood of Railroad Trainmen and Canadian Pacific Railway Company, Western Lines, Montreal, P.Q.* (L.G. July 1946, p. 902). Following an investigation of the application, the Board ordered a representation vote of the road train conductors, employed on Western Lines of the Canadian Pacific Railway Company, Montreal, P.Q. Mr. C. W. Rump, Industrial Relations Officer, Ottawa, Ontario, was appointed by the Board to conduct the vote.

3. *Canadian Seamen's Union and Pacific Great Eastern Railway Company, Vancouver, B.C.* (L.G. August 1946, p. 1051). Following consideration of the application, the Board appointed Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., to conduct a vote of the unlicensed personnel, employed on tugs and barges of the Pacific Great Eastern Railway Company, Vancouver, B.C.

4. *Canadian Seamen's Union and British Columbia Steamships Limited, Vancouver, B.C.* (L.G. August 1946, p. 1051). Mr. G. R. Currie,

Industrial Relations Officer, Vancouver, B.C., was appointed by the Board to act as Returning Officer in a vote of the unlicensed personnel, employed in the deck, engine-room and steward's departments of vessels operated by the British Columbia Steamships Limited, Vancouver, B.C.

Applications for Certification Received During the Month of September, 1946

1. *International Brotherhood of Electrical Workers, N.B. 1538*, on behalf of employees of *Central Broadcasting System, Prince Albert, Sask.*

2. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, on behalf of clerks and stenographers in the superintendent's office of the *Canadian Pacific Railway Company, Medicine Hat, Alta.*

3. *Canadian Transport Workers' Union*, on behalf of employees of *Norman's Transfer Limited, Cornwall, Ont.*

4. *Canadian Transport Workers' Union*, on behalf of employees of *Taggarts Service Limited, Montreal, P.Q.*

5. *The Saskatchewan Wheat Pool Employees' Association*, on behalf of employees of the *Saskatchewan Pool Elevators Limited, Regina, Sask.*

6. *The Saskatchewan Wheat Pool Employees' Association*, on behalf of employees of the *Saskatchewan Pool Terminals Limited, Fort William, Ontario.*

7. *The Saskatchewan Wheat Pool Employees' Association*, on behalf of employees of the *Saskatchewan Co-operative Producers Limited, Regina, Sask.*

8. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels of *Shell Canadian Tankers Limited, Toronto, Ont.*

9. *Canadian Transport Workers' Union*, on behalf of chauffeurs and chauffeurs' helpers employed by *McNeil Transport Limited, Montreal, P.Q.*

10. *Commercial Telegraphers' Union, Marconi System Division No. 59*, on behalf of Radio Telegraphers at Coastal stations and radio offices in the *Marine Service of Canadian-Marconi Company, Limited, Montreal, P.Q.*

11. *Canadian Air Line Dispatchers' Association*, on behalf of station chief dispatchers, dispatchers, dispatcher-operator and dispatcher clerks, employed by *Canadian Pacific Air Lines, Montreal, P.Q.*

12. *The Saskatchewan Wheat Pool Employees' Association*, on behalf of employees of the *Saskatchewan Co-operative Livestock Producers Limited, Regina, Sask.*

13. *The Commercial Telegraphers' Union, Trans-Canada Air Lines Division*, on behalf of employees of *Trans-Canada Air Lines*, assigned to radio operation in the ground radio stations.

14. *Commercial Telegraphers' Union, Western Union Division*, on behalf of employees in the provinces of *New Brunswick and Nova Scotia*, of the *Western Union Telegraph Company, New York, N.Y.*

15. *Canadian Seamen's Union*, on behalf of the unlicensed personnel employed on vessels of *Canadian Gypsum Company Limited, Windsor, N.S.*

16. *Western Canada Firebosses Association, Sub-district No. 2*, on behalf of firebosses employed by *McLeod River Hard Coal Company, 1941, Mercoal, Alta.*

17. *Western Canada Firebosses Association, Sub-district No. 2*, on behalf of firebosses, employed by *Foothills Collieries Limited, Foothills, Alta.*

18. *Canadian Transport Workers' Union*, on behalf of chauffeurs and chauffeurs' helpers of *Smith Transport Limited, Montreal, P.Q.*

19. *Canadian Transport Workers' Union*, on behalf of chauffeurs and chauffeurs' helpers of *Kingsway Transports Limited, Montreal, P.Q.*

Decisions of Board in Appeal Cases

1. Following a hearing, the Board granted leave to appeal to the *Fahralloy Employees' Association* from a decision of the Ontario Labour Relations Board, rejecting an application of the Association for certification of bargaining representatives; but dismissed the appeal. At the same time, the Board refused leave to appeal to the employer, *Fahralloy (Canada) Limited, Orillia, Ont.*

Reasons for judgment are to be given later.

2. On September 10, the Board dismissed the appeal of the Industrial Council of the employees of *Canada Electric Castings Limited, Orillia, Ont.*, from a decision of the Ontario Labour Relations Board, rejecting the petitioner's application for certification of bargaining representatives.

Reasons for judgment are to be given later.

3. Following a hearing, the Board dismissed the appeal of *Local 251, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO)* from a decision of the Ontario Labour Relations Board, rejecting the application of *Local*

70, Glass Bottle Blowers' Association of the United States and Canada, for certification of bargaining representatives, without prejudice to the right of that union to make a new application.

Reasons for judgment are to be given later.

**Between: Halifax Civic Employees' Federal Union No. 143, Appellant
(Applicant), and Corporation of the City of Halifax, Halifax, N.S.,
Respondent.**

The Board consisted of the Chairman and Messrs. Best, Deschamps, Hills, Mosher and Picard.

Reasons for Judgment

This is an appeal from the decision of the Nova Scotia Wartime Labour Relations Board excluding from a bargaining unit comprising all administrative employees of the Corporation of the City of Halifax, N.S., the employees in the following occupational classifications:

Solicitor's Department:

City Solicitor
Assistants to Solicitor (Barristers)

City Clerk's Department:

City Clerk
Deputy City Clerk

City Civil and Police Court:

Bailiff

Department of Finance and Accounts:

Commissioner of Finance
Deputy Commissioner of Finance
Chief Accountant
Deputy Chief Accountant
Internal Auditor
City Treasurer
City Collector
Deputy City Collector

Works Department:

Commissioner of Works
Deputy Commissioner of Works
Superintendent of Streets

Department of Public Health and Welfare:

Commissioner of Public Health and Welfare
Superintendent of Health
Field Director Communicable Diseases
Medical Superintendent Tuberculosis Hospital and Director of T.B. Control
Medical Director, Maternal, Infant, Child and Dental Service
Dentists
Assistant Dentists
Supervisor of Nurses

Reasons for Judgment in Other Appeal Cases

Reasons for judgment in four cases dealt with by the Board at its August sittings and summarized in the September 1946 issue of the LABOUR GAZETTE, are given below:

City Home:

Superintendent
Assistant Superintendent

City Prison:

Governor
Deputy Governor

Assessor's Department:

City Assessor
Deputy City Assessor

The dentists and dental assistants are employed by the City in their professional capacity and have, in the opinion of this Board, been properly excluded as not appropriate for inclusion in a bargaining unit comprising administrative employees.

The bailiff has been excluded from the bargaining unit by the Nova Scotia Board for the apparent reason that though paid by the City, he is, according to the evidence, attached for duty and discipline to the City Magistrate's Court and is under the direction of the Clerk of that Court which is an agency whose employees are not within the bargaining unit.

This Board is of opinion that the reason cited warranted the exclusion of the bailiff from the bargaining unit.

The City Solicitor and his assistants (barristers) are clearly confidential employees, in view of the nature of their duties and responsibilities towards the Corporation. The duties of the City Solicitor in relation to the City are well illustrated by his appearance on behalf of the City on the application for certification and before this Board in this appeal and his duties would undoubtedly extend to the use of his services by the City as required in the negotiation of any collective agreement between the City and the bargaining representatives of the employees and in matters arising subsequently in the administration of the agreement. The duties of his legal assistants are obviously in the same category.

All other classifications involved are positions whose duties clearly involve the discharge of management functions including disciplinary duties in relation to employees under their

supervision and as such are not appropriate for inclusion in the proposed bargaining unit consisting of employees under their supervision. Moreover, in the administration of any collective agreement between the City and the appellant Union representing the employees in the bargaining unit, the supervisory employees in question would undoubtedly represent the Corporation in respect of employees within the units under their supervision and direction in dealing with grievances and other matters arising out of the application of the collective agreement.

Between: Sylvia Hotel Limited, Vancouver, B.C. Appellant (Respondent), and Sylvia Hotel Employees Organization, Appellant (Intervener), and Local 224, Building Service Employees Union and Local 28, Hotel and Restaurant Employees Union, Respondents (Applicants).

The Board consisted of the Chairman and Messrs. Best, Deschamps, Hills, Mosher and Picard.

Reasons for Judgment

This is a joint appeal from the decision of the Minister of Labour for British Columbia certifying bargaining representatives jointly selected by Local 224, Building Service Employees Union, and Local 28, Hotel and Restaurant Employees Union, for a bargaining unit comprising employees of Sylvia Hotel Limited, Vancouver, B.C.

The appellants allege

(1) that subsequent to the filing of the application for certification by the respondents, a substantial number of employees have changed their minds and no longer wish to be represented by the respondents.

(2) that the employees were organized by the respondents during working hours contrary to the provisions of the Wartime Labour Relations Regulations and by the use of coercion and misrepresentation.

The appellants accordingly ask that the National Board revoke the certification and order a vote.

On the other hand, the respondents allege the use of unfair pressure on the part of the employer upon the employees in an attempt to influence them against the respondent unions and further claim that the 'Employees' Organization involved in this appeal was organized

Between: Local 1-217, International Woodworkers of America, Appellant, and British Columbia Forest Products Limited, Vancouver, B.C., Respondent, and Local 2968, United Brotherhood of Carpenters and Joiners of America, Respondent (Applicant).

The Board consisted of the Chairman and Messrs. Best, Deschamps, Hills, Mosher and Picard.

Reasons for Judgment

This is an appeal from the decision of the Minister of Labour for British Columbia certifying bargaining representatives selected

For the above reasons, the appeal is dismissed.

(Sgd.) G. B. O'CONNOR,

Chairman
for the Board.

A. J. Murphy, Esq.,
P. R. Bengough, Esq.,
A. E. Hemming, Esq.,
for Appellant (Applicant).

C. P. Bethune, Esq., K.C.,
for Respondent.

Dated at Ottawa, September 10, 1946.

at the instigation of and under pressure of the employer.

This Board finds that there was sufficient evidence upon which the Minister of Labour for British Columbia was warranted in finding that a majority of employees in the bargaining unit were members of the respondent unions within the meaning of Section 5 (2) of the Regulations. The allegations made by the appellants to this Board with respect to coercion and misrepresentation and the changed attitude of employees in the bargaining unit were also made to the Provincial Minister of Labour prior to certification and were evidently weighed by him before arriving at his decision to certify the respondent unions.

In all the circumstances, the Board is of the opinion that the discretion exercised by the Minister of Labour for British Columbia in deciding to certify the bargaining representatives of the respondent unions without ordering a vote should not be disturbed.

The appeal is accordingly dismissed.

(Sgd.) G. B. O'CONNOR,

Chairman.

R. E. Brocklesby, Esq.,
for Appellant (Respondent).

Emil Bjarnason, Esq.,
for Respondents (Applicants).

Dated at Ottawa, September 10, 1946.

by Local 2968, United Brotherhood of Carpenters and Joiners, for a bargaining unit consisting of employees of British Columbia Forest Products Limited.

The appellant bases its appeal on the ground that it was not given proper notification of the application for certification and though

an interested party, was not given an opportunity to give evidence and make representations in the matter as provided for by Section 24, Subsection 7 of the Wartime Labour Relations Regulations which reads:

(7) The Board shall determine its own procedure but shall, in every case, give an opportunity to all interested parties to present evidence and make representations.

The employees affected were, at an earlier date, employees of Sitka Spruce Lumber Company Limited and bargaining representatives selected by the appellant union had been certified to represent the employees of that Company in collective bargaining with the Company but no collective agreement had been entered into between such bargaining representatives and that Company. In the early part of 1946, the business and assets of that Company were acquired as a going concern by a new Company, Vancouver Cedar and Spruce Limited. Subsequently the name of this latter Company was changed to that of British Columbia Forest Products Limited.

The application of the respondent union for certification was made in April, 1946, following the date of the disposition of the business and property of Sitka Spruce Lumber Company Limited to Vancouver Cedar and Spruce Limited and in its application, the respondent union gave to the Minister the following information:

The I.W.A. were certified in 1944 to Sitka Spruce Lumber Company Limited but held no agreement. Since that time the Company has changed hands and is now Vancouver Cedar and Spruce, Limited.

Moreover, the appellant union, on February 23, 1946, had written to the Registrar under the Wartime Labour Relations Regulations Act in the Province on February 23, 1946, asking whether it would be necessary for the union to seek recertification in view of the change of ownership, thus conveying to the Minister notice that the organization was still interested in this group of employees.

In reply the Minister stated:

There is not sufficient information contained in your letter for us to properly answer the question you put to us. From what we can ascertain there has been no change in the status of the Sitka Spruce Lumber Company Limited. However the Vancouver Cedar and Spruce Limited has been recently incorporated. It is quite probable that the newly incorporated company has purchased the equipment and plant of the old. If this assumption is correct, the Minister is of

opinion that you would be well advised to apply for certification anew.

In correspondence with the appellant union subsequent to certification of the respondent union, the Minister stated:

Our inspector's report indicates that the I.W.A. officers who previously held certification were aware of the new application but no protest had been received and no application had been received.

On the other hand, the appellant union in sworn statements made by its officers states that the union had no knowledge of the application for certification, that they inferred from the earlier correspondence in February with the Registrar that the transaction involving change of ownership did not require them to make a new application nor protect their previous certification.

The failure of the appellant union to apply for certification after the change in ownership did not, in the opinion of the Board, relieve the Minister of the necessity of giving to the appellant, as an interested party, appropriate notice of the respondent union's application for certification in compliance with Section 24 (7) of the Wartime Labour Relations Regulations and this Board's own regulations (see Reg. 3 (1) which would apply in the absence of any regulation governing the method of giving notice made by the Provincial Minister). Moreover, the evidence available to this Board does not satisfy the Board that adequate notice was given to the appellant union of the application for certification so as to give it a reasonable opportunity of presenting evidence and making representations even though the appellant may have been careless in not following up on its inquiry to the Minister in February, 1946.

In earlier decisions this Board has held that a party standing in a position similar to the appellant must be given the opportunity to present evidence and make representations—see International Association of Machinists, United Steel Workers, and Vivian Diesels and Munitions Limited, D.L.S. 7-501; Canadian Fish Handlers Union, Employees Mutual Benefit Association and National Fish Company Limited, D.L.S. 7-531.

Both appellant and respondent unions claim as members a majority of employees in the bargaining unit.

The appeal is allowed and the certification granted to the bargaining representatives selected by the respondent (applicant) is set aside. The appellant may apply to the

Minister of Labour for British Columbia for the certification of its bargaining representatives on the basis of the recent vote taken on the order of this Board which resulted as follows:

No. of eligible voters	164
No. of votes cast	150
No. voting for International Woodworkers of America, Local 1-217	90

No. voting for United Brotherhood of Carpenters & Joiners of America, Local 2968	52
No. of spoiled ballots	8

(Sgd.) G. B. O'CONNOR,
Chairman

EMIL BJARNASON, Esq. for the Board.
for Appellant

Dated at Ottawa, September 10, 1946.

Between: Canadian Seamen's Union, Applicant, and Gulf and Lake Navigation Company, Limited, Montreal, Quebec, Keystone Transports Limited Montreal, Quebec, respondents, and National Seamen's Association of Canada Intervener.

The Board consisted of the Chairman and Messrs. Best, Deschamps, Hills, Mosher and Picard.

Reasons for Judgment

These are two applications made by the Canadian Seamen's Union for certification of bargaining representatives for unlicensed personnel employed respectively by Keystone Transports Limited and Gulf & Lake Navigation Company Limited, on vessels operated by each of the two Companies. In each case, the National Seamen's Association of Canada has intervened to oppose the application on the ground that it represents the majority of employees in the proposed bargaining unit.

In each case, both the applicant and the intervener have produced to the Board's investigating officer, membership records and authorizations showing that the majority of employees in the bargaining unit are members of its organization within the meaning of Section 5 (2) of the Regulations.

In each case, there has been and still is in effect a collective agreement between the Company and the Intervener covering employees in the proposed bargaining unit. In the case of Keystone Transports Limited, the agreement is dated March 3, 1941, and has been continued in effect since that time under the provisions of a clause in the agreement which reads as follows:

12. This agreement shall remain in force for a period of two years, or for the duration of the war and shall be considered as renewed from year to year thereafter between the parties hereto unless any party to the agreement shall give notice to the other of its desire to modify, change, amend, or cancel or revise such agreement. Any such notice shall be given at least sixty days prior to the expiration date of this Agreement, and if such notice shall not be given, the Agreement shall be deemed renewed for the successive year.

In the case of the Gulf & Lake Navigation Company Limited, a similar agreement with the intervener has been in effect since March 3, 1941, in virtue of a clause identical in form to that contained in the agreement between the intervener and Keystone Transports Limited and recited above.

In opposing the applications for certification, the Company and the Intervener, in each case, have claimed that the provisions of the clause in the existing collective agreement, which has been recited above, operate as a bar to the appointment of new bargaining representatives on the ground that the effect of the clause is to provide a new term of agreement commencing, in each case, on the third day of March, 1946, and running for one year from that date.

In view of this and applying the provisions of Section 9 of the Wartime Labour Relations Regulations, it is claimed that new bargaining representatives may not be elected or substituted until after the expiration of ten months from March 3, 1946, and that, therefore, the present applications are premature.

In the opinion of the Board, the provisions of the clause in question do not establish a new term of agreement within the meaning of Section 9 of the Regulations but simply mean that after the first two-year term of the agreement has elapsed they should be interpreted, for the purposes of Section 9, as providing for a term of agreement of indefinite duration subject to termination or negotiation for amendment, revision or cancellation upon notice and in the manner prescribed in the clause or as otherwise provided for in the Regulations. Applying the foregoing to the agreements under consideration, the Board is of opinion that the existing term commenced on the third day of March 3, 1943, and, more than ten months having elapsed, the applications for

certification of new bargaining representatives are in order in point of time.

The Board, accordingly, directs that in the case of each application, a representation vote shall be taken of the employees in the bargaining unit comprising firemen, oilers, wheelmen, deckhands, watchmen, first and second cooks and porters employed on the vessels operated by the Company. The names of both the applicant and intervener will be placed on the ballot.

(Sgd.) G. B. O'CONNOR,

Chairman.

for the Board.

T. G. McManus, Esq.,

Conrad Sauras, Esq.,
for Applicant.

L. Beauregard, Esq., K.C.,

L. Beauré, Esq.,
for Respondent (Gulf and Lake Navigation Co., Ltd.)

C. R. McKenzie, Esq., K.C.,

J. Milne, Esq.,
for Respondent (Keystone Transports Ltd.)

J. H. Harding, Esq.,

Ernest Smith, Esq.,
for Intervener.

Dated at Ottawa, September 10, 1946.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During September, 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:

British American Oil Company Limited, Moose Jaw, Sask. and Local No. 5, National Union of Petroleum Workers (CCL). Mr. H. R. Johnstone, Conciliation Officer.

Canadian Line Materials Limited, Scarborough Junction, Ont. Pattern Makers' Association of Toronto (AFL-TLC). Mr. F. J. Ainsborough, Conciliation Officer.

Duplate Canada Limited, Oshawa, Ont. and Local 222 International Union, United Auto-

mobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO). Mr. Louis Fine, Conciliation Officer.

Gelling Engineering Limited, Welland, Ontario, and Local 523, United Electrical, Radio and Machine Workers of America (CIO-CCL). Mr. F. J. Ainsborough, Conciliation Officer.

Joseph Stokes Rubber Company Limited, Welland, Ont. and Local 523, United Electrical, Radio and Machine Workers of America, (CIO-CCL). Mr. H. Perkins, Conciliation Officer.

Massey-Harris Company Limited (Toronto), Verity and Market St. plant, (Brantford, Ont.) and Locals 439 and 458, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO). Mr. H. Perkins, Conciliation Officer.

Metropolitan Stores Limited, Winnipeg, Man. and Local 286, Retail Clerks International Protective Association (AFL-TLC). Mr. T. J. Williams, Conciliation Officer.

Moffats Limited, Weston, Ontario and Local 3129, United Steelworkers of America (CIO-CCL). Mr. William Dunn, Conciliation Officer.

Silverware Products Limited, Toronto, Ont. and Local 514, United Electrical, Radio and Machine Workers of America (CIO-CCL). Mr. George Fenwick, Conciliation Officer.

Seven Taxi-Cab Companies (Emile Lanthier, etc.) Montreal, P.Q. and Local 4, Taxi-Cab Drivers' Union (AFL-TLC). Mr. L. Pepin, Conciliation Officer.

The Toronto Hospital for the Treatment of Tuberculosis (operated by the National Sanitarium Assoc.) and Local 204, Building Service Employees International Union. (AFL-TLC) Mr. H. Perkins, Conciliation Officer.

Western Canadian Greyhound Lines Limited, Calgary, Alta. and Division 1374 Amalgamated Assn. of Street Electric Railway & Motor Coach Employees of America (AFL-TLC). Mr. H. S. Johnstone, Conciliation Officer.

Wool Combing Corporation of Canada Limited, Acton, Ont. and Local 721, Textile Workers Union of America (CIO-CCL). Mr. Wm. Dunn, Conciliation Officer.

Agreements Facilitated by Conciliation Officers and Cases Withdrawn

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:

Davie Shipbuilding & Repairing Company, Lauzon, P.Q. and Local No. 3, Marine and Shipbuilding Workers of Canada (CCL). Mr. L. Pepin, Conciliation Officer.

Eastern Coal Company Limited, Saint John, N.B., and Local No. 1, National Union of Coal Distributors (CCL). Mr. H. R. Pettigrove, Conciliation Officer.

Falconbridge Nickel Mines Limited, Falconbridge, Ont., and Local 598, International Union of Mine, Mill and Smelter Workers (CIO-CCL). Mr. G. Fenwick, Conciliation Officer.

Hilton Bros., Ltd., Winnipeg, Manitoba, and Local No. 87, Printing Pressmen's and Assistants' Union (AFL-TLC). Mr. H. S. Johnstone, Conciliation Officer.

Parker D. Mitchell Limited, Saint John, N.B., and Local No. 1, National Union of Coal Distributors (CCL). Mr. H. R. Pettigrove, Conciliation Officer.

Sudbury Construction & Machinery Company Limited, Sudbury, Ont., and Local 598, International Union of Mine, Mill and Smelter Workers. (CIO-CCL). Mr. G. Fenwick, Conciliation Officer.

Boards Established

During the month, Boards of Conciliation were established but not fully constituted as follows:

Donnell and Mudge Limited, New Toronto Ont., and Local 330, International Fur and Leather Workers Union (CIO-CCL).

East Malartic Mines Limited, Halet, P.Q. and Local 696, Malartic Mine and Mill Workers' Union. (CIO-CCL).

Ingersoll Machine & Tool Company, Ingersoll, Ont. and Local 2918, United Steelworkers of America (CIO-CCL).

Malartic Gold Fields Mine Limited, Halet, P.Q. and Local 696, Malartic Mine and

Mill Workers Union (International Union M.M.S.W.) (CIO-CCL).

A. E. McKenzie Company Limited, Brandon, Man. and Local No. 1, Canadian Bakery Workers' Union (CCL).

Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:

Canadian Industries Limited.—The Board of Conciliation established to deal with a dispute between Canadian Industries Limited (Copper Cliff Plant) Copper Cliff, Ontario, and Local 598, International Union of Mine, Mill and Smelter Workers (CIO-CCL) was fully constituted on September 14, 1946, with the appointment of Dr. A. Brady, Toronto, Ont., as Chairman of the Board who was appointed on the joint recommendation from the other two members of the Board. Mr. G. H. Brown, Ottawa, Ont., and Mr. E. B. Jolliffe, Toronto, Ont. were appointed on the recommendation of the employer and employees respectively.

Ottawa Electric Railway Company.—The Board of Conciliation established to deal with a dispute between Ottawa Electric Railway Company and Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC) was fully constituted on September 18, 1946, with the appointment of Mr. James H. Stitt, Ottawa, Ont. as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Col. Livius P. Sherwood, Ottawa, Ont. and Mr. A. H. Lieff, Ottawa, Ont. were appointed on the recommendation of the employer and employees respectively.

Ottawa Car and Aircraft Limited.—The Board of Conciliation established to deal with a dispute between the Ottawa Car and Aircraft Limited and Local 641, International Union, United Automobile Aircraft and Agricultural Implement Workers of America (UAW-CIO) was fully constituted on September 4, 1946, with the appointment of His Honour Judge A. G. McDougall, Ottawa, Ont., as Chairman of the Board who was appointed on the joint recommendation from the other two members of the Board. Mr. J. J. Connolly, Ottawa, and Mr. Norman Levy, Toronto, were appointed on the recommendation of the employer and employees respectively.

Searle Grain Company, Limited.—The Board of Conciliation established to deal with a dispute between the Searle Grain Company, Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) was fully

constituted on September 17, 1946, with the appointment of Judge W. J. Lindall, Winnipeg, Manitoba, as Chairman of the Board who was appointed on the joint recommendation from the other two members of the Board. Mr. W. A. Johnson, K.C., Winnipeg and Mr. A. J. Wickens, K.C., Moose Jaw, were appointed on the recommendation of the employer and employees respectively.

W. C. Edwards Co. Ltd.—The Board of Conciliation established to deal with a dispute

between W. C. Edwards Co. Ltd., and Local No. 6, National Union of Woodworkers (CCL) was fully constituted on September 24, 1946, with the appointment of Mr. Duncan MacTavish, K.C., Ottawa, as Chairman of the Board who was appointed on the joint recommendation from the other two members of the Board. Mr. W. J. LeClair, Ottawa, and Dr. Eugene Forsey, Ottawa, were appointed on the recommendation of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during September:—

Report of Board in Dispute Between Vancouver Block (Mrs. L. Manford) Vancouver, B.C., and Local 244, Building Service Employees Union.

On September 18, the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Vancouver Block (Mrs. L. Manford), Vancouver, B.C., and Local 244, Building Service Employees Union.

The Board was under the Chairmanship of Mr. J. P. Keen, Vancouver, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. D. McKenzie, Vancouver, and Mr. R. K. Gervin, Vancouver, appointed on the nomination of the employer and employees respectively.

Report of Board

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Sir:

The members of the Board of Conciliation appointed by you in the above matter now beg to report: Further to our last (interim) report, several meetings of the Board were held in a further endeavour to bring about an agreement between the parties to the dispute but have found that it is impossible to find sufficient common ground upon which an agreement could be based. The question of wages is a minor factor. In the opinion of the Board there seems no doubt that Mrs. Manford was at the first very hostile to the union and this attitude was sustained by her solicitor.

The whole set-up of the Vancouver Block has changed considerably since the union was certified as bargaining agent. The adminis-

trator died. Mrs. Manford, who has consistently stated she had no authority to enter into any agreement binding on the owner, has resigned through ill health. New administrators have been appointed by the Court and are now represented by Mr. Farrell who expresses the willingness of the administrators to negotiate and enter into an agreement *if it is the wish of the majority of the present employees*, many of whom have been employed at the Vancouver Block for over a year. The Board is satisfied that there is not now a majority of the employees who are members of the union and have carefully investigated the suggestion by the union of unfair influence or discrimination within the meaning of Section 19 of P.C. 1003 and are of the opinion that this cannot be sustained, evidence on this point being not at all conclusive.

We enclose for your information a transcript in duplicate of the evidence taken at the last two meetings held on the 8th and 28th of August respectively.

Therefore with the present circumstances in view as well as events leading up to them, the Board feels that it cannot draft an agreement which would be signed or satisfactory to both parties but do feel that the "atmosphere" has been cleared and cleansed and that in the near future it will be possible for the parties to come to an amicable understanding.

Respectfully submitted,

(Sgd.) J. F. KEEN,
Chairman.

(Sgd.) D. MCKENZIE,
(Sgd.) R. K. GERVIN,

Report of Board in Dispute Between Lamaque Mining Co. Ltd., Bourlamaque, Quebec, and Local 654, Val D'Or Mine, and Mill Workers, Int. Union M.M. and Smelter Workers (CIO-CCL)

On September 18 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between Lamaque Mining Co. Ltd., Bourlamaque, Quebec, and Local 654, Val d'Or Mine, and Mill Workers, Int. Union M.M. and Smelter Workers (CIO-CCL).

The Board was under the Chairmanship of Mr. R. T. Ferguson, Montreal, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. A. Harris, Kirkland Lake, and Mr. G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees, respectively.

Report of Board

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,

Ottawa, Ont.

SIR.—The Board of Conciliation appointed by you in the above matter has completed its sittings and now submits its report. Hearings were held in Montreal at which the Company was represented by Mr. P. N. Tapley and Mr. J. C. Perry, while the Union representatives were Mr. F. T. McGuire and Mr. R. A. Lachance. Private sessions of the Board were also held.

At the first hearing the Company representatives took exception to the presence, as representatives, of Messrs. McGuire and Lachance, their contention being that as these gentlemen were not members of the Union Local 654 they were disqualified. As, however, the Union had been notified by registered letter of the hearings and as these gentlemen had personal credentials, the objection was overruled and the Company agreed to continue with the hearings.

The parties had entered into a collective agreement dated 28th March, 1945. This agreement was for one year but by mutual consent was extended. A new agreement was under discussion and it was because the parties could not agree to its terms that the present Board of Conciliation was established.

When the Board commenced its sittings there were several points in dispute but these were, in the course of proceedings, reduced to four which will be hereinafter dealt with. The matter of hours of work and pay was withdrawn from the Board's decision and it is understood that this will be taken up with the Regional War Labour Board.

The four matters left in dispute referred to (1) Check-off; (2) Statutory Holidays; (3) Qualifications of Union Stewards; and (4) the insertion of the words "physical capability" in a clause dealing with seniority.

The Company provided a brief stating its position and appended to this copies of the expired agreement, the proposed changes to this agreement made by the Union with the counter-proposal of the Company, and a draft agreement which the Company was prepared to execute. The Board found this written material very helpful. No written representations were submitted by the Union.

The following is my report and recommendations:—

1. CHECK-OFF

In the majority of cases where check-off forms an obstacle to the completion of an agreement it is tied to or forms part of some proposal for maintenance of Union membership. This was not so here. While I understand that in the early stages of the negotiations between the parties the Union had asked for a clause compelling all eligible workmen to join the Union as a condition of their employment this request was later abandoned, and when the matter came before the Board the position was that the Union was content to leave it to the voluntary action of the workers themselves whether they joined the Union or, having joined, wished to remain members. No question of Union membership affected their employment. The matter for the consideration of the parties and the Board was therefore one of comparative simplicity, devoid of the complicating factors which usually are present when a check-off clause is proposed for insertion in a collective agreement.

The Union proposed that there should be inserted in the agreement a provision that the Company would deduct from each employee's pay the sum of \$1.00 per month and remit the amount so deducted to the Union on or before the 10th day of the month following the deduction; acquiescence of the employees, whether Union members or not, to be a condition of their employment, and of course this provision only to be applicable to those employees who occupationally were eligible for Union membership. This is similar to what is known as the "Rand" plan of check-off.

The Union's proposal was immediately and flatly rejected by the Company, and it was

apparent that further consideration would not induce it to modify its attitude.

As a means of bridging the gulf which separated the parties it was then suggested that they should consider a proposal that the Company would, on receiving a properly and voluntarily executed request from a Union employee, deduct from his wages each month the Union dues undertaken to be paid by him, this to continue during the life of the agreement or so long as the employee was employed, and transmit these deducted sums to the Union; it being understood that while he retained the right to resign his Union membership at any time this deduction from his wages would continue until the end of the term of the collective bargain or his ceasing to be employed by the Company. There was considerable discussion of this proposal and the Union representatives said they would agree to it provided the other parts of the contract were also agreed to. The Company's representatives were unable to accept the proposal, but promised to take it up with the Company Directorate and let the Board know its decision. In due course a letter was received from the Company in which it declined the proposal.

It seems to me clear that an undertaking by any person of legal capacity to pay dues for the privilege of membership in an organization, whether social club or trade union, becomes a valid legal contract on his being accepted as a member and that his subsequent resignation from membership, unless a fraud has been perpetrated (which has no bearing here) does not affect his legal liability to pay what he has undertaken to pay. Payment of union dues therefore is in my opinion in exactly the same position as payment of other legal liabilities. The form of check-off under consideration is not a matter of whether the employer thinks that the workman might have made a wiser disposition of his wages. The important point is that the workman has exercised his undoubted right to join a union and has incurred a legally enforceable obligation in so doing. It appears to me to be highly desirable from every point of view that all persons, and especially employees, should be encouraged to discharge their legal obligations. So widespread is the recognition of this that deductions from pay for various purposes—not all of them legal obligations—are a regular procedure in industry. The Company have the bookkeeping and other facilities and since in this case only one final recipient is involved not much time or labour is required. To me it gets down to being a simple request by a workman to his employer to make it easy for him to discharge an

obligation which he has undertaken with his eyes wide open, and I think that unless the granting of this request imposed unreasonable burdens on the employer he should do all he can to assist his employee to pay his lawful debts. That seems to me in accordance with ordinary commercial morality and good feeling between an employer and an employee. The position of the Union is to me a matter of minor importance in this particular case. The right of the employer to hire or keep in his employment any workman he desires, and the right of a workman to offer his services for wages are in no way involved. Each remains as free in matters of employment with this form of check-off as he would be without it. I therefore recommend that the new collective bargain should contain a clause to the effect above outlined. In this recommendation my colleague, Mr. Desaulniers concurs, and so it becomes a recommendation of this Board.

2. STATUTORY HOLIDAYS

Under the expired agreement it was provided that there would be three statutory holidays, New Year's Day, Dominion Day, and Christmas Day, and those workmen who were required to work on these days would be paid for time and one-half provided that they worked the shift preceding and following the holiday; the other workers would not be employed on these days and would receive no pay for them. The Company proposed to continue this arrangement in the agreement under discussion.

The Union, on the other hand, proposed that the new agreement should contain a provision for six statutory holidays, three being added to those above mentioned, and that employees working on these days be paid for double time, while the others not working be paid at their regular rate. During the proceedings which took place before Mr. R. Trepanier, Department of Labour Conciliation Officer, the Union indicated a favourable attitude towards accepting pay at time and one-half for workers employed on any of the six statutory holidays and one-half pay for those not so employed. This was further modified before the Board, the Union agreeing that if the other points in the agreement were accepted they would approve of the three statutory holidays named by the Company on condition that time and one-half be paid to employees engaged on essential work during these days and straight time to those not employed. The Union further stressed its desire that on these holidays as few employees as possible, even at the time and one-half rate, be employed.

The final issue between the parties therefore became one of whether employees should be

paid their regular rate of pay for three specified holidays per annum on which they did not work. In the Company's brief statutory holidays are included among the subjects which the Company claims are within the sole jurisdiction of the Regional War Labour Board. As I cannot, because of the wage aspect, say that it is wrong in this, it is only fair to make the reservation here that in discussing the matter before this Board the Company's rights, and of course also those of the Union, are not affected when the subject comes before the Regional Board, the object of our discussion being to find agreement if possible between the parties themselves before they went elsewhere.

As it happened, however, the Company could not see its way to accept the Union's proposal, nor the Union its way to accept the Company's refusal. It therefore devolves on this Board to make a recommendation.

In considering this matter it seems to me that what has been done with respect to vacations has more than a little relevancy. The Company, voluntarily and very commendably, has adopted and put into effect a policy of giving full pay to those employees during their vacation who have qualified for it. Personally I see no difference in principle between what is called a holiday (even with the prefix statutory) and what is called a vacation, and the argument for full pay to workers who are free from their labours when these occasions occur has in my opinion equal cogency in both cases. I readily grant that the cost of paying wages in these circumstances is a matter of economic importance to the Company, and I am fully prepared to believe that with its splendid record of practical solicitude for the physical well-being and safety of its employees it is only because of this economic consideration that it takes the position it does. But, after all, three days pay in each year to an employee who gets these days off work does not create a very serious increase to the total wage bill, and considering the arduous and exhausting nature of continuous mine work it might well be compensated for by improved health and enhanced efficiency as a result of these short and infrequent periods of relaxation. It would probably also be beneficial to the Company in attracting suitable workers to its service, and so to that extent relieving it of the present generally prevalent shortage of help in the mining industry.

It will be conceded I think that public opinion, generally speaking, favours pay being granted during vacations and holidays, and more and more this policy is being adopted throughout industry. This applies to em-

ployees who are engaged at hourly rates of pay equally to those other employees who receive annual salaries and is in line with the modern objective of putting all those who work for a living on a secure and continuous basis of employment where this is feasible. In an industry which normally operates all the year round this long range view rather than a day to day or a week to week one seems particularly appropriate and desirable. I am not of course suggesting that the Company before us has not taken these considerations into account, but I think an ordinary person like myself must feel that a statutory holiday on the basis proposed by the Company is, for the employee who does not work, less an occasion for carefree recreation and health-giving relaxation than a temporary and perhaps unwelcome "lay-off" from his job, carrying disturbing consequences to his domestic budget. Further, the disparity in financial returns which is created between those who get time and a half for their day's work and those who, because it is a statutory holiday, receive nothing can only be expected to cause discontent.

I have already expressed my view that it is the economic implications which stand in the Company's way but notwithstanding this I am of the opinion that the underlying principle should be accepted by the Company, and if this were now done and the matter became of sufficient importance to lay before the Regional War Labour Board later I am sure that Board would give it full weight.

Mr. Desaulniers joins with me in this conclusion and it will therefore be the recommendation of this Board that the proposed collective agreement should contain a provision that on the three statutory holidays, New Year's Day, Dominion Day and Christmas Day pay at the rate of one and one-half will be paid to those employees who for essential purposes are required to work on these days, and that other employees will receive a holiday from work on these days with full pay according to the regular scale of wages. It is further respectfully requested of the Regional War Labour Board that, if this matter is brought before it, cognizance will be taken of this recommendation.

3. QUALIFICATIONS OF UNION STEWARDS

The Company desired it to be made a part of the proposed agreement that no employee would be eligible to act as a steward unless he had been in the continuous employment of the Company for a period of not less than two years, giving as reason that the underground workings of the mine are so extensive that no employee can acquire a proper knowledge of these in less than that time, and

that it was not prepared to deal with any steward who was not thoroughly familiar with the mine and the men he represented. Against this the Union contended that six months' employment at the mine would provide sufficient experience to enable an employee who was otherwise qualified to become an efficient steward. Ultimately the Company was willing to make the probationary period twelve months instead of two years, but the Union would not recede from its position that a six months' period was adequate. While personally I was considerably impressed with the Company's contention, I cannot say that it proved its case, and I think the fact that on this matter the other two members of the Board are in agreement will have more influence than anything I can say. The unanimous recommendation of the Board is that the proposed agreement should contain a clause to the effect that an employee who has been in the continuous service of the Company for not less than six months is eligible to act as steward, and, if appointed to that position, will be recognized as a steward by the Company.

4. "PHYSICAL CAPABILITY" IN SENIORITY CLAUSE

In the draft agreement prepared by the Company there appeared a paragraph under the heading of seniority that the Company shall consider in determining which employees are to be laid off or promoted "the requirements and efficiency of operation and the ability, knowledge, training, skill and physical capability of the individual to do the job." The words "physical capability" of the individual did not appear in the expired agreement, and the Union objected to their inclusion. It seemed to me that these particular words neither added to nor subtracted very much from the original paragraph and I think that if they were deleted the meaning would remain substantially the same, especially in view of the clause which follows in the proposed agreement and is accepted by both parties. On this matter there is no difference of opinion between the members of the Board, and it is the Board's unanimous recommendation that the words "physical capability" be omitted from the proposed collective agreement.

The proceedings throughout were characterized by moderation and sincerity, and the Board expresses its appreciation for the help and information provided by the parties.

Dated at Montreal the 7th day of September, 1946, and respectfully submitted by

(Sgd.) R. T. FERGUSON,
Chairman.

I concur in the recommendation made by the Chairman.

(Sgd.) GUY MERRILL DESAULNIERS,
Member.

I concur in the recommendations made by the Chairman and concurred in by Mr. Desaulniers regarding Qualifications of Union Steward and the omission of the words "Physical Capability" in the Seniority Clause. I dissent from the recommendations regarding check-off and statutory holidays and am submitting a minority report.

(Sgd.) ALEX. HARRIS,
Member.

Minority Report

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR,—At the time the parties first appeared before this Board of Conciliation, no Collective Bargaining Agreement existed as the first agreement and subsequent extension had expired. However, as a result of suggestions by the Board and readiness on the part of the Company and the Union, a great number of clauses were mutually agreed upon. These are available for inclusion in an agreement. The items which, in the final analysis, delayed the completion of this agreement, were as follows:

1. Voluntary non-revocable check-off.
2. Statutory Holidays—three at time and one-half if worked and at straight time if not worked, with the proviso that only essential maintenance employees work on these holidays.
3. Seniority status as a qualification for stewards.
4. Physical fitness as a factor in promotions, demotions, and lay-offs.

With regard to Items 3 and 4, above, I have concurred in the recommendations of the Chairman, Mr. R. T. Ferguson and Board Member, Mr. G. Desaulniers. These were that seniority status (six months) be provided as a qualification for a steward rather than two years as proposed by the Company, and that "physical fitness" be removed as a specific qualification in the seniority clause. It is felt by the writer that sufficient coverage in regard to the latter is provided by the proposed clause under the generic term "ability".

I am, however, unable to agree with the majority recommendations of the Board respecting Items 1 and 2, Check-Off and Statutory Holidays and submit, as follows, my reasons against the inclusion of these items in the proposed agreement;

1. CHECK-OFF

As events transpired, it became increasingly apparent to the writer that the Check-Off or some form of "Union Security" higher in the graduated scale of clauses involving "Union Security" was the real obstacle in the way of an agreement between the parties. With the exception of the other item mentioned above, all matters in dispute resolved themselves either by mutual agreement or by decision of the Union to refer them to the National War Labour Board.

Originally the question before the Board was "Union Security" involving Check-Off and Maintenance of Membership. The Union later advised that it was prepared to accept the equivalent of the so-called Rand Formula. This also was rejected by the Company. The Chairman then suggested a Voluntary Non-Revocable Check-Off which the Union agreed to accept. This then became the final form for consideration of the Board.

The main purpose of my colleagues in recommending the Check-Off, it would appear from their recommendations and our discussions, was to give a measure of stability to the Union. It is my contention that the provision of check-off and other so-called "Union Security" clauses, have not served this purpose. I regard the check-off as the first step in the process of unions' attempts to attain the ultimate goal, the "closed shop". In the process of collective bargaining at the termination of each year's contract, experience shows that the higher forms of "Union Security" progressively form a part of the unions' proposals. It therefore becomes essential to consider seriously the ultimate effect of the indiscriminate granting of check-off, a relatively mild and innocuous appearing form of "Union Security".

The record shows that the greatest amount of industrial unrest has been in those unions which possess "Union Security" clauses in various forms. The employers may have been under the impression that the granting of these clauses to the unions involved would have meant industrial peace by giving the unions "stability". It appears actually that "instability" followed in the wake of mutual agreement on "Union Security" clauses.

The Company in its presentation before the Board, had no fault to find with the relationship existing between the parties during the term of the collective bargaining agreement. It appeared to be cordial in every way. There was no evidence that stability was lacking on part of the Union and I cannot see any reason for the recommendation of a check-off on the grounds that the Union should be given

"stability". Certainly, Order in Council P.C. 1003 gives not the slightest hint that its framers ever intended that there should be an obligation on the part of the Union or of the Company to agree to any proposal which would lend a measure of support to either party.

Section 19, in fact, seems to actually prohibit such support.

Unions, as a result perhaps of a more highly commercialized attitude in North America, have become, in many cases, monopolistic organizations as far removed from the original conception of a union of employees for employees as cartels are from ordinary competitive business and equally iniquitous. Mr. Justice Roach, recently, before the Industrial Relations Committee of the House of Commons, is reported to have said of one union that "it had become the master of the employees rather than their servant" and, in his opinion, "constituted a dictatorship". He further said, "there is a concentration of power in a group of men which makes them an oligarchy". It is the duty of any governmental agency, including conciliation boards, to protect the rights of employees and the rest of the public and guard against the formation of any monopoly.

Through the creation of a monopoly, often unobtrusively initiated as a result of the kindly granting of a check-off of union dues, the right of free association of employees is seriously interfered with if not effectively checked. Any employee should have the inalienable right to join a union and to pay dues, and to leave a union and cease payment when he has the inclination. If there is compulsion and an employee pays whether he wishes to or not, he loses, his power as an individual in the organization.

If the Union continues to exert its influence for the benefit of its members it should be able to conduct its affairs on a sound financial basis without the artificial aid provided by a check-off of dues. It is a well known fact that in England, Australia and New Zealand, Labour Unions have the equivalent of a closed shop without a check-off or compulsion of any kind. In these countries it would appear that workmen join the Unions of their own free will and continue their membership similarly. It must be that the members have a strong desire for membership not only because of the benefits obtained but because of the sound leadership provided. There is no need in these countries to include Check-Off in a Collective Bargaining Agreement, and I can see no need for its inclusion in agreements in this country.

As added proof of the assertion herein that there is a tendency on the part of unions to

become monopolistic, is the creation by certain unions of "committees for political action." This is contrary to the ordinary concepts of the aims and objects of a union and could tie an employee to politics in which he has no belief. It can be extremely disadvantageous to industry and our general economy. The avowed intention of one or more political parties is the eventual control by the state of all industry. Private competitive industry would cease to exist under the type of economy propounded by such groups. One of these parties assumes the position of champion of labour unions and, therefore, could conceivably receive the support of unions. This particular Union's constitution carries the following which indicates the nature of the political action it desires to foster:

Preamble.

1. We hold that there is a class struggle in Society, and that this struggle is caused by economic conditions.

2. We affirm the economic condition of the producer to be that he is exploited of the wealth which he produces, being allowed to retain barely sufficient for his elementary necessities.

3. We hold that the class struggle will continue until the producer is recognized as the sole master of his product.

4. We assert that the working class, and it alone, can and must achieve its own emancipation.

5. We hold that an industrial union and the concerted political action of all wage workers is the only method of attaining this end.

6. An injury to one is an injury to all.

7. Therefore, we, the wage workers employed in and around the mines, mills and smelters, tunnels, open pits, open cuts and dredges, of the Western Hemisphere, unite under the following Constitution.

In the first place it is inexplicable how a union which adheres to tenets of this nature ever expects to merit and obtain the complete confidence of any company. Here is a union which boldly sets out in its printed constitution a definite objective—an objective which can only be interpreted as the removal of our economy as we presently know it with the

consequent elimination of this Company. The Union now demands co-operation of the Company in obtaining its income and thereby assuring the Union of the necessary financial assistance required to carry out its political and other aims. It would be difficult to find a more anomalous situation.

It is unreasonable to expect the Company to indirectly support intentions of the kind set out in the Union's Preamble, and for this reason as well as the others set out herein, I sincerely disagree with the majority recommendation and I cannot conscientiously recommend the granting of any form of Check-off.

2. STATUTORY HOLIDAYS

The Company proposed a clause which would pay time and one-half for time worked on three statutory holidays, Christmas Day, New Year's Day and Dominion Day, and I would recommend acceptance of this clause. The payment for time not worked involves additional compensation and is a matter for the consideration of the National War Labour Board. The proposed principle of payment for time not worked is new to the gold mining industry, an industry which has always paid the highest annual wage in industry.

The original request of the Union was for six statutory holidays at time and one-half if worked and straight time if not worked. This would have been equivalent to an additional annual vacation of one week. It was drawn to the attention of the Board by the Company that it had just announced an additional week's vacation for all employees with seniority of five years or more to take effect January 1, 1947. This will apply to the greater majority of the Company's employees and represents a concession which, in my opinion, automatically eliminates the Union's demand for payment for any statutory holidays not worked.

Dated at Kirkland Lake, Ontario the 10th day of September, 1946, and respectfully submitted by

(Sgd.) ALEX HARRIS,
Member.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

Officers of the Industrial Relations Branch dealt with 27 industrial disputes during the month of September, involving 62,445 workpeople employed in 178 separate establishments. Of these, 3 were new disputes which originated during the month and 24 were situations which had been unternminated as of August 31, and received further attention in

September. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.

Coal Mining	1
Metal Mining	1

MANUFACTURING

Animal Foods	1
Metal Products	7
Printing and Publishing	2
Non-Metallic Minerals, Chemicals, etc.	4
Rubber Products	2

TRANSPORTATION AND PUBLIC UTILITIES

Water	3
Electric Railway and local Bus Lines.	1
Other Local and Highway	2
Miscellaneous	1
Electricity and Gas (mainly utilities).	1

TRADE

Nature of Dispute or Situation

Strike or Lockout	14
Threatened strike	2
Controversy	1
Requests for services of Commissioners	10

Predominant Cause or Object

Increased wages and reduced hours ...	5
Increase in wages and other changes..	10
Discharge of workers for Union membership or activity	10
To secure or maintain union wages and working conditions	1
Discharge of workers (other than in connection with union questions and including refusal to reinstate).....	1

Disposition

Strikes terminated by mediation or other departmental action	4
Controversy terminated by mediation, etc.	2
I.D.I. Commission appointed under Section 5, P.C. 4020	5
I.D.I. Commission appointed under Section 8 of P.C. 4020	1
Agreement signed	3
Disposition pending	12

Method of Settlement

Conciliation or mediation	4
Direct negotiations	1
Investigation only	2
Settlement pending	20

Brief summaries of some of the cases of chief interest follow:—

Coal Miners, Alberta and British Columbia.

—During the months of August and September officers of the Department of Labour kept closely in touch with the development of negotiations on wages and other matters between District No. 18 of the United Mine Workers of America and the Western Canada Bituminous Coal Operators' Association and the Domestic Coal Operators' Association of Western Canada. Both Associations had been notified in July that the union was to hold a "Wage Scale Convention" at Calgary commencing on August 5, and the operators had been asked to agree to re-open the existing collective agreements with a view to entering into negotiations after August 12th. In due course, both Associations of operators agreed to meet the union's executive to discuss the proposals for the amendment of the collective agreements. The requests of the union as formulated by the District Convention and presented to the operators were for an upward adjustment of wages of \$2.50 per day for all day wage workers and contract miners; the establishment of a Welfare Fund by the payment of a royalty of 5 cents per ton on all coal produced for use or sale, the Fund to be administered "similar to the Fund recently inaugurated in the coal mines of the United States"; the establishment of a 40-hour week, with all work performed on Saturdays to be paid for on the basis of time-and-one-half or rate-and-one-half, and with double time rates for work performed on Sundays or on holidays recognized under the agreement; revision of conditions governing holidays with pay to "conform with the 40-hour week," and other adjustments; substitution of a board of three, instead of a single independent chairman, for the arbitration of differences arising out of the collective agreements; reclassification of present "datal" classifications to bring them up to date and to include types of employment resulting from the use of modernized machinery; upward revision of rates for mechanized mining to conform with rates being paid for similar work in neighbouring districts; and "the adjustment of local and general inequalities."

Numerous conferences took place between the mine workers' Policy Committee and each of the operators' associations. On September 18 it was reported that the negotiat-

ing committees had reached an agreement upon an increase in the wage structure amounting to \$1.40 per day for all employees. The operators also accepted the 40-hour work week as a standard and agreed to make a contribution of 3 cents per ton of coal towards the proposed Welfare Fund.

A joint committee representing the union and all operators will later "bring in a recommendation as to the character and purpose of the Fund and a form and rules governing its administration". The clause relating to "new work" was amended to provide that when the decision of the Committee is not unanimous with regard to the "price" to be set for a new seam or a new mine, either party shall have the right to resort to an Appeal Board comprising representatives of the union and the operators and a chairman appointed by the federal Minister of Labour. A new body was also created to be known as the Mechanized Mining Commission. It will be fully constituted within 60 days and have power to hire such employees as may be agreed upon. Tentatively, the Commission shall consist of six union representatives, two representatives appointed by the Western Canada Bituminous Coal Operators' Association, two appointed by the Domestic Coal Operators' Association of Western Canada, one appointed by operators in British Columbia and one appointed by Saskatchewan coal operators. The Commission will make a study of problems arising from the mechanization of coal production, including the displacement of workers, and make recommendations as to methods by which production may be improved.

Later, some difference of opinion arose between the parties as to the date on which the new arrangements would come into effect. It was decided that the "amending agreement" would be signed on October 1 upon the understanding that it would be jointly referred to the National War Labour Board for approval and that its effectiveness would be contingent upon such approval being received. It was further agreed that the increases in wage rates and the contribution to the Welfare Fund would be deferred until after the Wartime Prices and Trade Board granted authorization satisfactory to the companies involved for the "recovery" of amounts sufficient to reimburse them for the increased costs through an adjustment in the selling price of coal or by subsidies. After the receipt of such authorization, the wage increases would be made retroactive to the date of the signing of the agreement, but if authorization were not issued by October 31, 1946, the companies would not be held responsible for retroactive payments at that

time, nor would the union be bound by the terms of the amended agreement.

The amendments to the existing collective agreements were submitted to a referendum vote of the employees of about 65 coal mines on October 6. They were endorsed by a substantial majority.

As revised, the collective agreements will remain in effect until March 31, 1948. They provide that no notice of termination shall be given or accepted by either party until that time.

Foundry Workers, British Columbia.—The August and September issues of the *LABOUR GAZETTE* contained accounts of a dispute affecting 29 foundries in the Vancouver area. The report of the Commissioner, Mr. David Whiteside, K.C., was received during September. It recommended that, subject to the approval of the Regional War Labour Board for British Columbia, there should be a general wage increase of 15c per hour to all employees of the foundries and that a 40-hour week should be established with time-and-one-half rates for work on Saturday mornings and double time for work performed on Saturday afternoons. The Commissioner did not recommend the compulsory check-off of union dues, but stated that this question should remain as a matter of agreement between the employers and their employees.

Metal Products Workers, Leaside, Ontario.—It was reported in the September issue of the *LABOUR GAZETTE* that the Minister of Labour had appointed Judge Samuel Factor, of Toronto, as an Industrial Disputes Inquiry Commissioner to deal with a dispute between the Canada Wire and Cable Company, Limited, Leaside, Ontario, and its employees represented by Local 514, United Electrical, Radio and Machine Workers of America, as a result of which a strike of some 1,166 employees had occurred on July 8.

An interim report made by the Commissioner on September 16 stated that after many meetings with the parties, agreement had been reached on 14 of the issues in dispute. However, it had not been possible to secure agreement on the questions of wages and hours of work, vacations and pay for holidays, union security, a "no cessation of work" clause, special seniority for stewards, or guaranteed earnings for persons transferred from one job to another.

At the end of the period under review, a stalemate existed between the parties and the strike was still in progress.

Plastics Workers, Toronto, Ontario.—Reference was made in the August issue of the *LABOUR GAZETTE* to the appointment of Judge J. Ambrose Shea, of Toronto, as an Industrial Disputes Inquiry Commission to investi-

gate a complaint that a member of the International Chemical Workers' Union had been dismissed by the Reliable Toy Company, of Toronto, because of union activity. The report of the Commissioner was received early in September. It stated that the employee in question had not substantiated his claim that he was discharged or discriminated against on account of his union activities. The conclusion of the Commissioner was that he had been dismissed for cause.

Foundry Workers, London, Ontario.—A request was received on September 5 from the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commission under Section 5 of Order in Council P.C. 4020 to investigate a charge that two employees of Wells Foundry Limited, London, Ontario, had been dismissed because of their membership in or activity on behalf of Local 3313 of the United Steelworkers of America. In compliance with this request, the Federal Minister of Labour on September 15 appointed Judge E. W. Cross, of Woodstock, Ont., as a Commissioner to deal with the allegations of the union. At the end of the month the report of the Commissioner had not been received.

Newspaper Compositors, Ottawa, Ont.—Pursuant to a request by the Minister of Labour for Ontario, the Federal Minister of Labour on September 24 appointed Judge G. E. Brennan, of Cornwall, Ontario, as an Industrial Disputes Inquiry Commission to investigate a charge that the publishers of the *Ottawa Citizen* had dismissed an employee for the reason that he was a member of or working on behalf of the International Typographical Union. The case was still being investigated at the end of the month.

Public Utilities Workers, Toronto, Ont.—On September 9 the Federal Minister of Labour appointed His Honour Judge James Parker, of Toronto, as an Industrial Disputes Inquiry Commission under Section 5 of Order in Council P.C. 4020 to investigate allegations that the Toronto Hydro Electric Commission had dismissed three employees who were members of the International Brotherhood of Electrical Workers for the reason that they refused to join the National Organization of Civic, Utility and Electrical Workers, Branch No. 1. The appointment was made upon the request of the provincial Minister of Labour. At the request of one of the parties to the dispute, the case was postponed to the end of the month of September.

Transport Workers, Shawinigan Falls, P.Q.—Following a preliminary investigation by provincial Conciliation Officers, the Minister of Labour on September 20 appointed the Hon. Mr. Justice Alfred Savard, of Quebec City,

P.Q., as an Industrial Disputes Inquiry Commission to investigate a complaint that Carier et Frere, Ltee., Shawinigan Falls, P.Q., had dismissed one of its employees because of membership in and activity on behalf of the National Syndicate of Transport Employees and Others. The appointment was made with the concurrence of the Wartime Labour Relations Board for Quebec. Decision in the matter was still pending at the end of the period under review.

Rubber Workers, Acton Vale, P.Q.—During the latter part of August, a complaint was received that the Acton Rubber Company, Acton Vale, P.Q., had dismissed an employee because of activity on behalf of Local 236, Rubber Workers' Federal Union (T.L.C.C.). A preliminary investigation was conducted by an Industrial Relations Officer, of Montreal, who recommended that a formal investigation be conducted by an Industrial Disputes Inquiry Commission under the provisions of Section 5 of Order in Council P.C. 4020. The Wartime Labour Relations Board for Quebec concurred in this recommendation and on September 7, the Federal Minister of Labour appointed Judge Honoré Achim, of Montreal, to deal with the situation. The inquiry of the Commissioner had not been concluded at the end of September.

Retail Coal Distributors, Ottawa, Ont.—It was reported in the August issue of the *LABOUR GAZETTE* that the Minister of Labour had appointed Judge J. P. Madden, of Ottawa, as an Industrial Disputes Inquiry Commission to investigate the circumstances surrounding the dismissal of an employee by John Heney and Son, Limited, of Ottawa. In his report, which was received on September 21, the Commissioner found that the employee in question had not been discharged because of his union membership or activity. The union involved was Local No. 458, United Distribution Workers (C.I.O.).

Electrical Apparatus Workers, Hamilton, Ont.—Brief reports of efforts to solve the dispute between the Canadian Westinghouse Company, Ltd., Hamilton, Ontario, and Local 504, United Electrical, Radio and Machine Workers of America, which gave rise to a strike affecting about 4,000 employees of the Company on July 5, were contained in the August and September issues of the *LABOUR GAZETTE*.

Early in September the Industrial Disputes Inquiry Commissioner, Judge J. C. Reynolds, of Kingston, Ontario, resumed his efforts to secure a settlement upon the request of the Minister of Labour. A joint conference of the parties was convened by the Commissioner on September 7, at which the principal demands of the Union with the exception of

wages were discussed. The parties were at the time holding uncompromisingly to their respective positions, which were a union demand for a minimum wage increase of 18½c per hour and a Company offer of 8c per hour.

On the question of the union's demand for two weeks' vacation with pay for employees with five years of service and three weeks for ten years of service, the Company took the position that it had already agreed to extend its present policy of two weeks' vacation with pay for employees with ten years' service by making it effective after five years' service. It refused to grant vacations with pay of three weeks for employees with ten years or more of service for the reason that this was not the common practice in industry.

The Company renewed its offer to recognize two statutory holidays in each year and to pay for them when not worked, while the union adhered to its demand for payment of eight statutory holidays when not worked. Both parties recognized that the question of the 40-hour week could not be solved apart from the wage problem. The Company has observed a standard 44-hour week since 1937 with overtime wages of time-and-one-half for work performed in excess thereof. It proposed to continue the 44-hour week but stated its willingness, if the majority of the employees so desired, to grant a five-day week with a standard work-day of 8·8 hours. The union demanded double time for all work performed on Sundays and statutory holidays, to which the Company refused to agree.

On the question of union security, officials of the union demanded that all present members must as a condition of employment maintain their membership, and that all new employees must become and remain union members. They also proposed a compulsory check-off of union dues and initiation fees. The Company turned down the maintenance of membership demands and renewed its offer to accept a voluntary check-off of dues provided that 50 per cent of the employees indicated their desire for same, and provided that authorizations be capable of cancellation on sixty days' notice. There was also disagreement as to whether check-off authorization cards should be signed in the presence of union representatives only, or in the presence of a Company timekeeper as well.

The Company rejected a union proposal that all time consumed by union stewards and witnesses in the settlement of grievances on Company property should be paid for by the Company. Under the present arrangement, only time spent on grievances originated by the management are paid for by the Company.

The parties were asked by the Commissioner if they would be willing to submit the issues

in dispute to arbitration. The union stated its willingness to submit all questions other than wages to impartial arbitration. The Company took the position that it was impossible to separate these closely related matters, and that until the question of the wage increase was settled, it could not consent to arbitrate the other issues.

Later, it was reported that a meeting of the membership of the local union was held on September 26 at which the negotiating committee was instructed in an open vote to hold out for a general increase of 15c per hour. The situation was still deadlocked at the end of the month, with no indication as to how soon the dispute might be resolved.

Steelworkers, Ontario and Nova Scotia.—The September issue of the LABOUR GAZETTE outlined the details of a plan proposed by the Government for the settlement of the steel strike, which included provisions for wage increases of from 11 cents to 12½ cents per hour staggered between various levels of existing rates of pay. The plan was rejected in open votes conducted at meetings of the local unions of the United Steelworkers of America at Hamilton, Sault Ste. Marie and Sydney. Immediately following the rejection of the Government's proposals, representations were made by the National Director of the union that it would have been possible to secure acceptance and to end the strike if they had contained provision for statutory holidays with pay if not worked and with double pay if worked; for the removal of the 5-cent differential existing between the wage rates of production workers in Ontario and Sydney, N.S. (the Government had proposed that this be decided by the National War Labour Board; and for prior acceptance by the employers of the Government's "recommendation and request" that the issue of union security and other remaining matters be arbitrated.

The reply of the Minister of Labour to the union's suggestions was that since the local unions had refused to accept the proposals of the Government, the three steel companies had not been asked for a definite decision with regard to the arbitration of issues other than wages, and that the Government would not attempt to make arbitration compulsory upon either side. On the question of a more generous provision for statutory holidays with pay, the Minister reiterated that the Government had gone as far as it was prepared to go, and that any improvement in the offer for a settlement must come from the employers.

On September 17 the union announced that its National Advisory Committee was prepared to recommend to the members acceptance of a settlement on the following terms:

(1) a general wage increase of $15\frac{1}{2}$ cents per hour, of which 10 cents would be retroactive to April 1, 1946, and $5\frac{1}{2}$ cents would be payable as from the date of settlement (the "form" which the $5\frac{1}{2}$ -cent increase would take was to be the subject of negotiations, and a union spokesman said that the door was not being closed to an increase of $12\frac{1}{2}$ cents plus eight statutory holidays with pay and with double time rates when worked—which would yield the equivalent of a $15\frac{1}{2}$ cent total over a year's time); (2) "adequate assurance that the Sydney differential" would be removed "with retro-active effect"; (3) a vacation-with-pay plan as proposed by the Government, i.e., a minimum of six statutory holidays to be paid for, if worked, at time and one-half rates, and vacations with pay of one week after a year's service, two weeks after five years' service, and three weeks after twenty-five years' service; (4) final and binding arbitration on questions of union security, hours of work, and compensation for increases in the cost of living during the life of the collective agreement.

On September 26, as the result of an approach made by one of the parties, the good offices of the Government's Controller over the three steel companies were utilized for an exchange of views as to the possibility of a compromise solution. Direct conversations took place in Montreal between the Controller, Mr. F. B. Kilbourn, and the National Director of the union, Mr. C. H. Millard, as the result of which the Controller notified the union on September 27 that, provided the strikers returned to work immediately, he would in his capacity as Controller make an application to the Regional War Labour Boards for the authorization of an increase in wages of 10 cents per hour effective as from April 1, 1946, and a further increase of 3 cents per hour effective from the date on which work was resumed. It was also promised that Mr. T. H. Rahilly, general manager of the Toronto Iron Works, Ltd., who was a war-time official of the steel division of the Department of Munitions and Supply and a former manager of the Algoma Steel Corporation, would be appointed immediately to assist the parties in negotiations. All contentious matters would be dealt with by Mr. Rahilly with a view to reaching a final settlement as to the terms of an agreement within six weeks. There would be no discrimination against the men for having participated in the strike. A request by the union that the Canada Works of The Steel Company of Canada at Hamilton be included in the terms of the settlement was refused, and the Controller made it plain that only the Hamilton and Ontario Works of the Company were involved in the proposal.

No commitment was made in respect of the elimination of the wage differential at Sydney. The understanding regarding other matters such as holidays and union security was that they would be left for direct negotiation with the assistance of the mediator, but would not be arbitrated.

Secret ballots were conducted by the local unions on October 2 and 3 which resulted in favour of acceptance of the compromise solution by a gross margin of 7169 to 789 votes. As soon as the strike was declared officially to be terminated on October 4, picket lines were withdrawn from the struck plants. The employees were instructed to report to their respective employers for advice as to when to report for work. At the plants of the Steel Company of Canada, where some 2,000 employees had remained at work throughout the 81-day strike, resumption of work proceeded rapidly, a considerable number being taken on by October 7. At Sault Ste. Marie plans for a return to full production proceeded more gradually owing to the necessity of re-heating the furnaces. At Sydney, N.S., a temporary delay in the reopening of the steel plant occurred when the management of the Dominion Steel and Coal Corporation, Ltd., claimed that it had not been consulted with regard to the settlement and, that it was financially unable to pay the proposed increases in wage rates. Instructions were given by the Controller that the plant be reopened promptly and assurance was given to the Company that with respect to the balance of the year, the Government would recognize as a cost increase to be offset through subsidy payment the actual labour-cost increases resulting from the adjustments in wage rates for steel production. This subsidy would be adjusted to a new rate of payment per ingot ton produced, using the same estimates of sales and other operating factors as applied in determining the previous subsidy as adjusted following the selling price increase which came into effect on April 1, 1946.

Newspaper Compositors, Various Provinces.—Previous issues of the LABOUR GAZETTE have contained references to a continuing dispute between the International Typographical Union and the Southam Company, Limited, among other newspaper publishing companies. A three-man Commission under the chairmanship of Brig. Sherwood Lett which investigated matters in dispute between the Vancouver Province Division of the Southam Company and the Vancouver Typographical Union No. 226 reported that the dispute was national in scope and recommended that the Minister of Labour take steps to bring together the principal officers of the Company

and the Union for the purpose of reconciling their respective policies. As reported in the August issue of the *LABOUR GAZETTE* (p. 1087), the Minister of Labour arranged that the Honourable Mr. Justice S. E. Richards, of Winnipeg, should act as a conciliator to this end. During September it was decided to give Mr. Justice Richards a more official status, and on the 24th he was appointed by the Minister of Labour as an Industrial Disputes Inquiry Commissioner under Section 8 of Order in Council P.C. 4020. His instructions were to confer with the interested parties in an endeavour to secure a mutually satisfactory settlement of the dispute, and if his efforts should not succeed, to report to the Minister of Labour, within thirty days setting out his recommendations as to the manner in which the differences between the parties should be settled. Daily newspapers published by the Southam Company, Limited, in Winnipeg, Edmonton, Vancouver, Hamilton and Ottawa have been affected by the dispute.

Chemical Products Workers, Amherstburg, Ont.—Discussions between the Minister and officers of the Department of Labour and representatives of Brunner Mond Canada, Limited, and of Local 89, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, were conducted in mid-September in an effort to solve the dispute which had precipitated a strike of some 400 employees of the Company on July 12 (see *LABOUR GAZETTE*, August and September). As a result the parties agreed to resume negotiations at once and, as the *LABOUR GAZETTE* went to press, there was optimism on both sides as to an early solution.

Packinghouse Workers, Various Provinces.—It was reported in the September issue of the *LABOUR GAZETTE* that the Honourable Mr. Justice S. E. Richards, of Winnipeg, had been appointed as an Industrial Disputes Inquiry Commission to deal with disputes between the United Packinghouse Workers of America on the one hand and Canada Packers Limited, Burns and Company, Limited, and the Swift Canadian Company, Limited, on the other. The controversy was chiefly over union demands for increased wage rates to be embodied in collective agreements which were being renewed between the parties. It involved workers employed in meat packing and processing plants located in six different provinces.

Following a number of separate and joint conferences the Commissioner reported that the union and two of the Companies had signed agreements providing for an increase of 10c per hour for all employees represented

by the union. Negotiations between the third Company and the Union continued for another day or two and resulted in a similar agreement being consummated. The representatives of the union then submitted the agreements to each local union for its endorsement.

Brass Factory Workers, New Toronto, Ont.—Unremitting attention continued to be given during September by Mr. L. W. Brockington, K.C., C.M.G., as Industrial Disputes Inquiry Commissioner, and by departmental officials to the dispute between Anaconda American Brass Limited, New Toronto, Ont., and its employees as represented by the New Toronto Brass and Copper Workers' Union, No. 811, a local of the International Union of Mine, Mill and Smelter Workers. The differences between the parties over wage rates, hours of labour, union security and other matters had resulted in one of the country's most prolonged and troublesome work stoppages, a strike by some 1,000 employees having continued since May 18, 1946.

A "final proposal" for settling the strike was made by the Company on September 17. It called for an immediate resumption of work on the understanding that a collective bargaining agreement would be entered into with such union as might secure certification of bargaining representatives under the provisions of P.C. 1003, based upon the following strike settlement terms. All basic wage rates would be increased 10c per hour and the payment of bonuses for increased production would be continued on the same scale as existed prior to the strike. If after six months from the effective date of the new agreement, the cost of living had risen by five points over the index figure for October 19, 1946, the Company would increase the basic wage rates of all employees by 3c per hour for the balance of the term of the collective agreement. There would be no change in the work-week or in the scale of overtime payments. Time-and-one-half rates would be paid for seven statutory holidays if worked. Two weeks' vacation with pay would be granted to employees with five years' service, effective in 1947. Plant-wide seniority would apply to all employees with five years' or more of service, and departmental seniority to all other employees, with reservations as to the lay-off or hiring of 2 per cent of the personnel so affected. Strikers and union members would be reinstated without discrimination and their seniority and other rights would not be affected. The Company would grant a voluntary check-off of union dues upon written authority which would be irrevocable during the term of the agreement.

The Company's offer was thoroughly discussed at a meeting between the negotiating

committee of the union and officers of the Department of Labour in Ottawa. Later, the union presented what it described as its final counter-proposal. This called for a general wage increase of 11½c per hour, with a provision for reopening the collective agreement if and when the cost-of-living index showed an increase of four points, and if and when the Company increased the price of its product. The union also insisted upon plant-wide security for all employees, rather than those with five or more years of service. Maintenance of membership provisions were demanded in addition to the Company's offer of an irrevocable check-off. Finally, the union demanded provisions for a sickness and accident insurance plan with equal contributions from the Company and the employees.

The Company declined to agree to union's settlement plan or to make any variation in its own offer.

A "mass meeting" of the local union's membership was then held at which not only the Company's proposals were rejected but also the proposals of the union's negotiating committee. A resolution was adopted instructing the executive not to enter into any settlement which did not provide for a wage increase of 12½c per hour. The union also declared that it would have nothing to do with any secret vote conducted under the supervision of the Company or any party other than the union itself.

It was claimed by the union that 386 members attended the meeting at which the Company's offer was rejected. The Company maintained that it had reliable information that only 165 persons attended the meeting, of whom only 89 were known to be Anaconda employees while 76 were believed to be employees of a rubber company who were also on strike at the time.

On September 27, the Commissioner proposed to the union's officers a formula which he felt would form a fair basis of settlement and which the Company might be persuaded to accept provided that it was first endorsed by a vote of the employees. The Commissioner proposed the retention of the existing provisions in respect of union security. The main points on which his suggestions differed from the Company's offer were in advancing the proposed wage increase to 11c per hour; in providing for a single reopening of the contract in the event of an increase in the cost of living, without setting any fixed amount by which basic wages should be increased as a result thereof; and in specifying that the settlement terms would be embodied in a new agreement with Local 811 upon certification of its bargaining representatives, and that it would continue in effect until February 1, 1948.

The Commissioner's proposals were rejected by an open vote of union members at a meeting on September 29. A few days later the international president of the union reported to the Department that the Commissioner's proposals would be recommended to the members for acceptance provided the Company would contribute 1c per hour per employee to the union's proposed insurance fund. The response of the Company to this proposal was that it was unfair at that stage to interject a new feature into the discussion, but that it would not be opposed to consideration of such a scheme at some future date, particularly if there seemed to be a trend in that direction.

A report was made to the Minister of Labour by the Commissioner on October 3 in which it was stated that an extensive vote of all the employees based upon the Commissioner's proposals appeared to be the only solution presently available for the settlement of the dispute unless the departmental officers could obtain some further offer from the Company. As the *LABOUR GAZETTE* went to press, the Commissioner's suggestion of a vote among all of the employees was being given consideration.

Chemical Products Workers, Windsor, Ontario.—The strike of employees of Canadian Industries, Limited, Windsor Works, Windsor, Ontario, which commenced on June 27 and affected some 400 employees, continued throughout the month of September. Following the receipt of the report of Judge A. Cochrane as Industrial Disputes Inquiry Commissioner, a summary of which appeared in the September issue of the *LABOUR GAZETTE*, officials of the Department of Labour consulted on several occasions with representatives of the company and the union arising out of which direct negotiations between the parties were resumed. The Company announced early in September that the only issue remaining in dispute between itself and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, concerned the amount of the wage increase to be granted to the employees. Following rejection of the Company's offer of selective increases averaging 10c per hour, the management proposed a general increase of 10c per hour retroactive to June 3, to be followed by a wage survey before October 15. If the survey revealed any rate to be below the average paid in thirty other industries, the rate would be increased up to the average, with such adjustments being made retroactive to the date on which operations were resumed. The union was reported to be willing to settle immediately for a retroactive flat increase of 15c per hour. Subsequently the Company sub-

mitted a new proposal calling for wage increases ranging from 5c to 14c per hour based on a job evaluation plan, but this was also rejected by the union. The strike situation was continuing as the LABOUR GAZETTE went to press.

Rubber Products Workers, Province of Ontario.—No settlement was reached during September in the strikes involving some 10,000 employees of nine rubber products plants located in various cities of the Province of Ontario. (See LABOUR GAZETTE for July, August and September). The strikes began on June 24.

In mid-September the Minister of Labour and officers of the Department of Labour met with a delegation representing the union, accompanied by an officer of the Canadian Congress of Labour, and discussed at length what steps might be taken to bring about further negotiations with a view to settling the matters in dispute between the different companies affected and their employees as represented by various locals of the United Rubber Workers of America. Later a lengthy conference took place between departmental officials and a representative of the Dominion Rubber Company, Ltd. Resulting from these talks, the Department conveyed to the union a proposal to which the Dominion Rubber Company was prepared to agree as a basis for the settlement of its dispute with Local Union No. 80 and an immediate return to work of the employees in its Tire Factory and Rubber Machinery Shops at Kitchener. The proposed plan offered a wage increase of 10 cents per hour "across the board" and off-shift bonuses of two cents per hour; straight time payment for three statutory holidays when not worked; and a provision that if the company should reduce hours of work the employees would be compensated for the loss of overtime premium pay by a corresponding adjustment in basic wage rates or in the payment of wages for unworked statutory holidays, or both, on the understanding that the arrangement would

apply only to a reduction of the work-week down to 44 hours. It was further proposed that the terms of settlement would be incorporated in a collective agreement to remain in effect for one year, and that the parties would make a joint application to the Regional War Labour Board for approval of the terms of settlement.

The proposed formula was rejected by the union.

Further conferences commenced at Toronto early in October between representatives of the Dominion Rubber Company and Local Union No. 80, U.R.W.A., with officials of the provincial and federal Departments of Labour in attendance. The outcome of these negotiations was not known as this issue of the LABOUR GAZETTE went to press, but it was hoped that they would result in a resumption of the work by Dominion Rubber employees, and set the stage for a settlement of the strikes in the remaining plants.

Metalliferous Miners, British Columbia.—Negotiations between individual operators of metalliferous mining companies in British Columbia and representatives of the British Columbia District Union of the International Union of Mine, Mill and Smelter Workers were conducted during August and September by the Industrial Disputes Inquiry Commissioner, the Honourable Mr. Justice G. McG. Sloan, Chief Justice of British Columbia, assisted by Mr. G. R. Currie, Industrial Relations Officer, of Vancouver. Because of the wide variations in the circumstances affecting copper mines and gold mines and in the position of individual companies within each group, no over-all settlement could be reached. The report of the Commissioner had not been received at the end of the period under review.

Twelve mining companies are directly involved in the dispute which gave rise to a strike on July 3, 1946. Approximately 2,100 mine workers were at first involved in the strike action, but latest reports from union sources indicated that at least 900 of the strikers have since found other employment.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining, Non-Ferrous Smelting and Quarrying: Non-Metallic Mineral Mining and Quarrying

THETFORD MINES, P.Q.—BELL ASBESTOS MINES LIMITED AND LA FRATERNITE CANADIENNE DES OUVRIERS DE L'AMIANTE (CANADIAN BROTHERHOOD OF ASBESTOS WORKERS), LOCAL 1, INC.

Agreement to be in effect from January 2, 1946, to January 2, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees. Check-off: the company agrees to deduct union dues monthly from the pay of employees who so authorize and remit same to the union. This authorization may be revoked by the employee.

Hours of work: 8 per day, a 48-hour week. Overtime: time and one half for work in excess of 8 hours, except when overtime is less than 15 minutes, when it will be paid for at regular rates, time and one half for all work on Sundays and 8 specified holidays, except for employees engaged on continuous operations, such as boiler firemen, watchmen, etc. Vacation: one week with pay for employees who have worked 300 days or more during the previous year, those working less than 300 days to receive one half-day with pay for each 25 days worked.

Hourly wage rates: drilling and blasting, pit—drillers 68 and 73 cents, helpers 65 cents; ore moving pit—shovel runner 76 cents, shovel fireman 66 cents, shovel greaser 65 cents, bulldozer operator 72 cents; miscellaneous pit—machine maintenance 67 to 78 cents, tractor operator 66 cents; mining underground—cageman 65 cents, lumberman 73 to 79 cents, helper 66 cents, labourer 62½ cents; mining surface—dry house attendant and labourer 59 cents; crushing and drying—crusher feeder 63 cents, mill hand 59 cents; milling operations—millwrights 68 and 73 cents, oiler 61½ cents, fibre controller 76 cents, fibre tester 69 cents; milling maintenance—tin-

smiths 62 to 73 cents, masons, painters 67 to 72 cents; bagging and storing—truckmen and shedmen 62 cents; electrical—electricians 63 to 77 cents; machine shop—machinists 61 to 76 cents, welders 70 to 78 cents, blacksmiths 67 to 73 cents, drill sharpeners 67 to 72 cents; carpenter shop—carpenters 61 to 73 cents; garage—mechanics 63 to 73 cents; yard—locomotive engineers 74 cents, firemen 65 cents, brakemen 62 cents; all labourers (except underground), millhands and helpers other than those specified above, 59 cents.

Provision is made for an apprenticeship plan, seniority rights and grievance procedure.

Metal Mining

CORRECTION

KIMBERLEY AND CHAPMAN CAMP, B.C.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA, LTD. AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 651.

In the agreement which was summarized in the *LABOUR GAZETTE*, August, 1946, p. 1089, the third paragraph dealing with wages states "The Company also agrees to pay each employee an 'interim adjustment' not to exceed 40 cents per hour". This should read 40 cents per shift (5 cents per hour).

Manufacturing: Printing and Publishing

VANCOUVER, B.C.—THE SUN PUBLISHING COMPANY LIMITED, SUN DIRECTORIES LIMITED, VANCOUVER ENGRAVERS LIMITED AND VANCOUVER NEWSPAPER GUILD, LOCAL 1.

Agreement to be in effect from January 15, 1946, to January 15, 1947, and thereafter from year to year subject to notice. The company recognizes the Guild as the sole collective bargaining agency for all eligible employees. Maintenance of membership; all present members of the Guild shall remain in good standing during the term of the agreement.

Hours: 8 per day (falling within a period of 9 hours), five days a week, a 40-hour week. Overtime: time and one-half for all work performed in excess of 8 hours per day, provided that employees may, and may be required to, take equivalent time off on another day during the same payroll period at the discretion of the manager of the department, the above does not apply to employees in the Editorial department whose hours of work are for reporters with 2 years' service—7 hours within 7½ hours, evening assignments first hour of which is without extra pay, remainder at time and one half, no overtime on the night prior to weekly day off (this applies to first and second year reporters also), may be required to report for duty 1½ hours

late on day following night assignment if net overtime amounts to $1\frac{1}{2}$ hours or more, this to be credited to time worked during day and deducted from night overtime: all classifications on the news desk and all copy runners shall work 8 hours within a period of 9 hours: during first 2 years reporters are to work 40 hours within a 5-day week, time worked in excess of 40 hours per week to be paid for at time and one-half. For work on Sundays and 8 specified holidays double time shall be paid. Vacation with pay of one week for employees with 6 months' service, two weeks for those with one year's service.

Minimum weekly wage rates: editorial department—desk editors \$55, buff edition editor \$47.50, deskmen, after one year \$35, after 2 years \$42.50, editors \$40 to \$50, reporters after 18 months \$25 to \$40, reporters (society club news) \$17.50 with an increase of \$2.50 per year up to \$30, photographer \$42.50, assistant \$30, dark room assistants \$17 to \$25, librarian \$32.50, assistant \$21, copy runners \$13 during first year to \$17 in fourth year; circulation department—managers \$50, promotion and sales crew managers \$40 to \$45, district managers \$25 to \$40, country road men \$25 to \$35; business departments—assistant accountant \$35, senior clerks, male \$27.50, counter supervisors \$23.50, switch-board operators \$16.50 and \$21, collectors \$22.50 to \$27.50, cashier \$25, general office workers, stenographers etc., \$16.50 to \$23.50, display advertising salesmen \$22.50 to \$50, promotion men \$35, artists \$25 during first 3 years, \$35 during fourth year and \$41.25 in fifth year; maintenance and operating—night foreman \$27, night engineer \$26, general maintenance men \$24.45, elevator operators, female \$18.50.

Provision is made for sick leave with pay and settling of disputes.

Manufacturing: Metal Products

OSHAWA, ONT.—THE PEDLAR PEOPLE LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 2784.

Agreement to be in effect from June 19, 1946, to April 30, 1947. Negotiations to take place in April, 1947. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. There will be no discrimination, intimidation or coercion by the company or the employees. Check-off: employees who so authorize may have their union dues deducted monthly from their pay by the company who shall remit same to the union.

Hours of work: day shift—9 per day Monday through Friday, a 45-hour week; night shift as mutually arranged. Overtime: time and one half for work performed in excess of assigned working hours or on Saturdays and Sundays and 8 specified holidays for hourly and piece workers. Double time to be paid for any work in excess of 14 hours in any one day. Two 10-minute rest periods will be granted each shift and 5 minutes wash-up time at the end of shifts. Vacation: one week with pay for all employees with one year's continuous service and additional week with pay for all employees with 5 years' continuous service.

Hourly wage rates: base rate of 69 cents paid to machine helpers; machine operators and spot welders, production workers, shippers, stock-keepers and clerks 69 to 74 cents; inspectors, die setters 74 to 84 cents, specialized workers (sheet metal etc.), welders (gas and arc) 74

to 99 cents; electricians, plumbers 69 to 99 cents; carpenters 69 to 94 cents; millwrights 79 to 99 cents; toolmakers \$1.04 to \$1.19; tool makers' apprentices 54 cents and up to journeyman rate. Five cents per hour extra shall be paid for work on night shift. Lead hands receive 5 cents per hour above the top rate of group being led; charge hands receive 5 cents per hour above the lead hands for same type of work. Female workers' and boys' base rate 54 cents, welders (gas and arc) 64 cents.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Non-metallic Minerals and Chemicals

MONTREAL, P.Q.—THE SHERWIN-WILLIAMS COMPANY OF CANADA LIMITED AND INTERNATIONAL CHEMICAL WORKERS UNION, LOCAL 240.

Agreement to be in effect from March 9, 1946, to March 9, 1947, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. There shall be no discrimination, intimidation or coercion either by the company or the employees. Check-off: upon an employee's authorization the company will deduct semi-monthly union dues and remit same to the union.

Hours of work: 9 per day Monday through Friday, 3 on Saturday, a 48-hour week, except Linseed Oil mill (8 hours, 6 days) Dehydrol department (8 hours, 7 days) and Stationary Engineers and Firemen (8 hours, 7 days) where work is continuous. Overtime: time and one half for work in excess of the above hours, double time for all work on Sundays and 7 specified holidays, 4 of which are paid holidays providing the employee works full time on the day following the holiday unless prevented from so doing by sickness. Vacation: one week with pay to employees with one year's continuous service, 2 weeks with pay for those with 5 or more years continuous service, 3 weeks with pay to those with 25 years' continuous service. Ten minute rest periods will be granted employees during morning and afternoon, except in the Linseed Oil mill. Ten minute wash-up time will be allowed at noon and at quitting time except in the colour works, Linseed Oil mill and the P. and A. department. In the Linseed Oil mill, on shift work a 20 minute period will be allowed for lunch and a 20 minute wash-up period at quitting time, on the daytime shift one 10-minute rest period, either morning or afternoon, one 10-minute period allowed for the noon wash-up and one 20-minute period for wash-up at quitting time. In the colour works 10 minutes will be allowed at noon and 20 minutes at quitting time to wash. In the P. and A. department 5 minutes wash-up time will be allowed both at noon and at quitting time.

Minimum hourly wage rates: subject to the approval of the Regional War Labour Board and effective February 27, 1946, paint works—tank washers 57 cents, fillers 59 cents, material chaser 60 cents, mixers, millmen second class 61 cents, millmen first class, stamping machine operators, shaders 65 cents, mill dresser 67 cents, shaders first class 70 cents; varnish factory—fillers 59 cents, blenders 62 cents, thinning men 63 cents, cookers 67 and 73 cents; lacquer department—fillers 59 cents, mixers, millmen 61 cents, shaders 65 and 70 cents; re-

ceiving department—checkers and elevator operators, warehousemen 60 cents, pumpmen 62 cents; packing and shipping—stockhandlers 55 cents, packers 59 cents, checkers and elevator operators 60 cents, layout man 61 cents; colour works—millmen, elevator operators, pressmen, kiln men 60 cents, colour strikers 63 and 68 cents, charge hands 70 cents; maintenance department—helpers 60 cents during first year, thereafter 65 cents, skilled helpers 65 and 70 cents, oilers 65 cents, improvers 70 and 75 cents, electricians, steamfitters, mechanics, millwrights, blacksmiths, carpenters 80 cents; upkeep department—helpers 58 cents, spray and brush hands 65 cents; drum cleaning department—drum washers 57 cents, inspector 60 cents, cooper 67 cents, stationary engineers—fourth class 60 cents, third class 70 cents, second class 82½ cents; dehydrol department—helpers 60 cents, operators 67 cents, youths 17 years and under minimum 38 cents; labelling and paint filling departments, females—labellers 38 cents, capper 40 cents, labelling machine operator, filler third class 43 cents, filler second class, charge hand, 48 cents, filler first class 59 cents; P and A department, females—table hands 38 cents, machine operator 43 cents, charge hands 48 cents; males—press feeders 75 cents; linseed oil mill—drum painters, filter pressmen, woodworkers 58 cents, oil fillers 59 cents, soap makers, seed cleaners, meal packers, seed rolls and drier attendants, oil refiners, expeller attendants 60 cents, maintenance men 70 cents, labourers 55 cents, helpers 57 cents and charge hands 68 cents in all departments except as otherwise noted. On shift work an off shift premium of 5 cents per hour shall be paid for work performed between the hours of 7 p.m. and 7 a.m., except for engineers and firemen.

Provision is made for seniority rights, grievance, procedure, group insurance plan, and a Labour-Management Production Committee.

Transportation and Public Utilities: Water Transportation

GREAT LAKES, ST. LAWRENCE AND ATLANTIC COAST—CANADA STEAMSHIP LINES LIMITED, PATERSON STEAMSHIP COMPANY LTD., COLONIAL STEAMSHIP COMPANY LTD. AND SARNIA STEAMSHIP COMPANY LTD. AND CANADIAN SEAMEN'S UNION.

Agreement to be in effect from August 1, 1946, to December 31, 1947, and thereafter from year to year unless 60 days' notice is given. The companies recognize the union as the sole collective bargaining agency for all unlicensed personnel. Maintenance of membership: all employees who are now or later become union members must remain members in good standing during the term of the agreement. The company also agrees that all unlicensed personnel to be hired shall be requested through the union and through the seamen's section of the National Employment Service, the actual selection, hiring and dismissal of seamen to be at the discretion of the Master and/or chief engineer of the vessel. No discrimination or intimidation by either the companies or the union.

Hours of work: 8 hours per day, 4 hours on watch, 8 hours off watch or 8 continuous hours on duty in any 24.

Monthly wage rates—1946 rate given first and 1947 rate after, bosun \$140.60, \$150, wheels-

man \$126.10, \$134.50, watchman, lookout or patrol \$109.25, \$116.50, deckhand \$100.80, \$107.50, first cook (canaller) \$162.70, \$173.50, first cook (upper lakes) \$173.95, \$185.50, second cook \$103.60, \$110.50 messman \$100.80, \$107.50, porter \$90, \$96, oiler \$126.10, \$134.50, fireman \$120.50, \$128.50, operator \$131.74, \$140.50. For self-unloaders the wages for each rating shall be \$10 per month extra. If any member of the unlicensed personnel is required to do longshoremen's work he shall be paid in addition to regular wages, the longshoremen's rate. If longshore work is performed on Sundays or holidays the rate shall be time and one half, as is the rate for the cleaning of holds or parts thereof in which penalty cargoes (such as sulphur, cement) have been carried. On vessels carrying explosives in 10-ton lots or over the crew will be paid on the basis of 25 per cent of monthly wage rates in addition to regular wages, while such cargo is on board the vessel or is being loaded or unloaded, when the unlicensed personnel are required to work explosives (sporting ammunition excepted) they shall be paid \$2.50 per hour in addition to their regular wages.

Vacation: all members of crew who have served continuously aboard their ships from the time of fitting out in the Spring to the completion of laying up in the Fall shall have accruing to them and payable at the end of the season 2 days per month for their period of service, not exceeding 10 days in all. Transportation from and to their homes at the beginning and end of the season up to a distance of 500 miles is provided by the company. Provision is made for the settling of grievances and seniority rights.

Transportation and Public Utilities: Air Transportation

CANADA-TRANS-CANADA AIR LINES AND THE CANADIAN AIR LINE PILOTS ASSOCIATION.

Agreement to be in effect from August 1, 1946, to July 31, 1947, and thereafter from year to year subject to 60 days' notice. This agreement is similar to the one previously in effect and summarized in the *Labour Gazette* for September, 1945, p. 1340.

By the addition of 7 cents all minimum monthly salary rates are now multiples of \$10, thus the rates formerly ranging from \$269.93 to \$769.93, now range from \$270 to \$770.

Service: Business and Personal

QUEBEC, P.Q.—CANADIAN PACIFIC RAILWAY COMPANY (CHATEAU FRONTENAC HOTEL) AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS

Agreement to be in effect from June 1, 1946, to May 31, 1947, and thereafter subject to 30 days' notice.

Hours of work: 8 per day, a 48-hour week, except where it has been the practice to work less than 8 hours per day or 48 hours per week the practice shall be continued, if practicable. Where the work is of an intermittent nature, there being no work for periods of more than one hour's duration, trick split assignments may be established only by mutual agreement between the accredited representatives of the union and the company. This rule may be applied only to the staffs of the service department, chef's department, steward's department, catering depart-

ment and housekeeping department. Split trick assignments in the service department will be confined to not more than 2 tours of duty on alternate days within a spread of 16 consecutive hours in any such day, while in the chef's department (except for terrace cafe cooks and stillroom girls) to not more than 2 tours of duty a total of not more than 8 hours work within a spread of 14 consecutive hours in any day; while for terrace cafe cooks and stillroom girls to not more than 3 tours of duty, a total of 8 hours' work within a spread of 14 consecutive hours in any day; in the steward's department to not more than 2 tours of duty a total of 8 hours' work within a spread of 13 consecutive hours in any day, in the catering department (except for cashiers) and for staff waiters to not more than 3 tours of duty a total of 8 hours' work within a spread of 15 consecutive hours in any day; for dining room cashiers and terrace cafe cashiers to not more than 2 tours of duty on alternate days within a spread of 16 consecutive hours in any such day; in the housekeeping department to not more than 2 tours of duty a total of 8 hours' work within a spread of 14 consecutive hours in any day.

Overtime: time worked by employees on regular assignments, continuous with, before or after the regularly assigned hours of duty shall be considered overtime and shall be paid for, on the actual minute basis, at one and one half times the pro rata rate. Regularly assigned employees shall be assigned a regular seventh day off duty each week, preferably Sunday. Employees required to work on their assigned day off duty shall be paid at one and one half times the pro rata rate with a minimum of two hours for which two hours' service may be required. Vacation: existing practice of annual vacation with pay in the various classifications covered in the agreement will be continued.

Regularly assigned employees temporarily assigned to duties as waiters on special functions during their regular working hours will be paid in addition to their regular rate of pay as follows—for breakfast and luncheon functions 75 cents, for dinner functions \$1.

Provision is made for seniority rights, free transportation in accordance with the standard regulations of the company, leave of absence, a training for promotion plan and grievance procedure.

Collective Agreements Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the amendment of fifteen agreements and the correction of three others, all of which are noted below. Requests for the amendment of the agreements for building trades at Quebec, barbers and hairdressers at Montreal, wholesale food stores at Quebec and building trades at Sherbrooke were gazetted August 24. Re-

quests for amendments to the agreements covering railway car and bus manufacturing at Montreal, building trades at Sorel, printing trades at Montreal and building materials industry for the province were published August 31. A request for a new agreement for garages and service stations at Mégantic was also published August 31. Requests for amendments to the building trades' agreement at Montreal, barbers' and hairdressers' agreement at St. Hyacinthe, agreements covering the sheet metal industry at Montreal and building trades at Joliette were all published September 14.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

WHOLESALE FUR INDUSTRY, MONTREAL

An Order in Council, dated August 15, and gazetted August 24, extends the term of the previous Orders in Council for this industry (L.G., Nov., 1944, p. 1368; April, 1945, p. 517, Aug. p. 1197, Oct., p. 1520; June, 1946, p. 783, Aug., p. 1092) to September 30, 1946.

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated September 6 and gazetted September 14, amends the previous Orders in Council for this industry (L.G., July, 1944, p. 867, Sept., p. 1141; Aug., 1945, p. 1197, Oct., p. 1520; Aug., 1946, p. 1093, and previous issues) by making a slight change in the schedule for piece work rates.

WORK GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated September 6, and gazetted September 14, amends the previous Orders in Council for this industry (L.G., Oct., 1945, p. 1520; May, 1946, p. 627; Aug., p. 1093, and previous issues) by adding one new operation to the schedule for piece work rates.

TANNERY INDUSTRY, PROVINCE OF QUEBEC

An Order in Council dated August 21, and gazetted August 24, amends the previous Orders in Council for this industry (L.G., Mar., 1945, p. 349, April, p. 517; May, 1946, p. 627, June, p. 782, Aug., p. 1092, Sept., p. 1247). Except for stationary enginemmen, maintenance men (millwrights) and watchmen, at least 60 per cent of all male employees are to receive 58 cents per hour in zone I, 54 cents in zone II and 48 cents in zone III; not more than 25 per cent to receive 46 cents in zone I, 43 cents in zone II and 37 cents in zone III; not more than 15 per cent to receive 34 cents in zones I and II and 29 cents in zone III.

Manufacturing: Pulp, Paper and Paper Products**UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC**

A correction of an Order in Council relating to this industry (L.G., Sept., 1946, p. 1249) was published in the August 31, issue of the *Quebec Official Gazette*. This correction does not affect the summary already given.

Manufacturing: Printing and Publishing**LITHOGRAPHING INDUSTRY, PROVINCE OF QUEBEC**

An Order in Council, dated August 21, and gazetted August 24, amends the previous Orders in Council for this industry (L.G., Dec., 1945, p. 1824; Feb., 1946, p. 187). In all departments, wage rates are increased by 3 cents per hour over the rates previously in effect.

Manufacturing: Metal Products**CLOCKMAKERS, MONTREAL**

An Order in Council, dated September 6, and gazetted September 14, amends the previous Orders in Council for this industry (L.G., Nov., 1943, p. 1530; Aug., 1944, p. 1007, Dec., p. 1515; May, 1946, p. 628, Sept., p. 1252). Senior clockmakers receive a minimum rate of \$35 and junior clockmakers \$25 for each week of 54 hours of work. Supernumerary senior clockmakers are to be paid a minimum of 80 cents per hour and supernumerary junior clockmakers 65 cents per hour. Apprentice-clockmakers shall be paid from \$8 per week during first 6 months to \$20 per week during tenth 6 months.

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL

An Order in Council, dated September 6, and gazetted September 14, extends the term of the previous Order in Council for this industry (L.G., Oct., 1945, p. 1520) to October 8, 1946.

GARAGES AND SERVICE STATIONS, SHERBROOKE

A correction of an Order in Council relating to this industry (L.G., Sept., 1946, p. 1250) was published in the *Quebec Official Gazette* of August 24. Territorial jurisdiction is corrected

to read "the city of Sherbrooke and all municipalities within a radius of 15 miles from its limits".

Construction**BUILDING TRADES, THREE RIVERS**

An Order in Council, dated August 15, and gazetted August 24, amends the previous Orders in Council for this industry (L.G., Mar., 1944, p. 359; Aug., 1945, p. 1198; Mar., 1946, p. 317, and previous issues). Wage rates are increased by 15 cents per hour over the December, 1943 scale for most of the trades. The new wage scale is given in the accompanying table.

Minimum Wage Rates for Building Trades, Three Rivers District

Trades	Hourly rates	
	Zone I	Zone II
Bricklayer.....	\$1.00	\$1.00
Mason.....	1.00	1.00
Plasterer.....	1.00	1.00
Carpenter-joiner.....	0.80	0.65
Painter.....	0.75	0.60
Painters (spraying machine).....	0.95	0.95
Paper hanger.....	0.75	0.60
Electrician.....	0.75	0.70
Common labourer.....	0.60	0.50
Fireman.....	0.70	0.60
Stationary enginemman.....	0.80	0.70
Enginemman—crane, lift and elevators (steam).....	0.90	0.80
Enginemman—compressor.....	0.80	0.70
Enginemman—mixer.....	0.80	0.70
Millwright.....	0.80	0.65
Machinist.....	0.80	0.65
Blacksmith.....	0.80	0.65
Marble setter.....	1.00	1.00
Tile setter.....	0.90	0.90
Terrazzo layer.....	0.80	0.80
Terrazzo polisher (dry process).....	0.75	0.75
Terrazzo polisher (water-process).....	0.70	0.70
Lather (metal).....	0.70	0.60
Lather (wood).....	0.70	0.60
Lather (wood)—per thousand.....	3.00	2.25
Cement finisher.....	0.80	0.65
Joiner.....	0.70	0.60
Mortar maker.....	0.65	0.55
Plaster pourer.....	0.65	0.55
Hod carrier.....	0.65	0.55
Celanite mixer.....	0.65	0.55
Driller.....	0.65	0.55
Rigger.....	0.70	0.65
Whitewasher.....	0.65	0.55
Motor-truck driver.....	0.60	0.55
Horse driver.....	0.60	0.50
Roofer, slate and tile.....	0.85	0.75
Roofer composition.....	0.70	0.60
Painter (structural iron).....	1.00	1.00
Structural iron worker (all categories).....	1.11	1.11
Boiler-maker, erector and steam generator mechanic.....	1.11	1.11
Boiler-maker, erector and steam generator mechanic helper.....	0.84	0.84

The installation of portable tanks and boilers under 2 tons in weight is to be remunerated at not less than 78 cents per hour. Workers installing stokers in furnaces with a horizontal heating surface of 20 feet and less shall be paid 89 cents per hour; their helpers shall receive 67 cents per hour.

BUILDING TRADES, QUEBEC

An Order in Council, dated August 15, and gazetted August 24, amends the previous Orders in Council for this industry (L.G., Aug., 1944, p. 1007; Mar., 1946, p. 317, Aug., p. 1094, and

previous issues). Terrazzo-polishing machine operator apprentices (1st 6 months) are added to the wage scale and are to be paid 60 cents per hour in zone I, 55 cents in zone II and 45 cents in zones III and IV. Terrazzo-polishing machine operators are to have one apprentice to every 5 journeymen.

BUILDING TRADES, SOREL

An Order in Council, dated August 28, and gazetted September 7, amends the previous Orders in Council for this industry (L.G., Oct., 1938, p. 1172, Nov., p. 1299; Dec., 1940, p. 1311; Mar., 1941, p. 334; June, 1942, p. 738, Sept., p. 1097; Feb., 1943, p. 220; Sept., 1944, p. 1142) by providing for a general increase of 20 cents per hour over the August, 1944, scale for most of the trades. The new wage scale is given in the accompanying table.

MINIMUM WAGE RATES FOR BUILDING TRADES, SOREL

Trades	Hourly rates
Bricklayers, plasterers, masons and cement finishers	\$0.95
Carpenters-joiners	0.85
Setters of screens (wool or metal), framework, window, steel partitions	0.85
Painters and paper hangers	0.80
Painters-sprinklers	0.95
Plumbers and pipe mechanics:	
Contractors (personal service)	0.95
Junior journeymen	0.85
1st 6 months	0.70
2nd 6 months	0.80
Tinsmiths-roofers	0.85
Electricians:	
Contractors (personal services)	0.95
Journeymen	0.85
Steam stationary or portable enginemen	0.80
Boiler firemen	0.70
Steam mixers operators	0.85
Steam crane operators	0.90
Electrical and gas crane operators	0.90
Marble setters	0.80
Terrazzo layers	0.80
Landscapers	0.65
Tile setters	0.80
Horse drivers	0.70
Ornamental iron workers:	
Erectors	0.75
Helpers	0.60
Trucking, transport and general towing	0.70
Labourers (non-qualified workmen)	0.60
Carpenters-joiners working for door and window frame manufacturers	0.75
Painters in the employ of manufacturers of doors and window-frames	0.75
Labourers in the employ of manufacturers of doors and window-frames, including yardmen, horse and truck drivers, deliverers and transport employees	0.60

BUILDING TRADES, ST. HYACINTHE

An Order in Council, dated September 6, and gazetted September 14, amends the previous Orders in Council for this industry (L.G., Aug., 1940, p. 867, Dec., p. 1311; Mar., 1941, p. 334, Sept., p. 1160; Sept., 1942, p. 1097; Jan., 1943, p. 88, Feb., p. 220; Jan., 1944, p. 70; Jan., 1945, p. 70; Aug., 1946, p. 1094).

Minimum Wage Rates for Building Trades, St. Hyacinthe District

Trades	Hourly rates	
	Zone I	Zone II
Bricklayer, plasterer and mason	\$0.95	\$0.75
Stone cutter on the job	0.95	0.75
Carpenter-joiner	0.80	0.60
Saw filer	0.80	0.60
Painter, paper hanger and glazier	0.75	0.65
Whitewasher	0.60	0.45
Commercial letterer	0.80	0.70
Floor sander	0.70	0.55
Electrician:		
Journeyman	0.75	0.65
Junior journeyman	0.65	0.55
Pipe-mechanic, plumber and steam-fitter:		
Journeyman	0.75	0.60
Junior journeyman	0.60	0.45
Tinsmith-roofer	0.70	0.55
Cement or gypsum block layer	0.95	0.70
Artificial stone layer	0.95	0.70
Cement finisher	0.75	0.60
Lather (wood and metal)	0.70	0.55
Labourer (unqualified workman)	0.55	0.45
Hod carrier	0.60	0.50
Helper to plasterer, mason and brick-layer	0.60	0.50
Mixer operator	0.65	0.50
Steam, gasoline or electric shove operator	0.80	0.65
Caulker and joint pointer	0.80	0.70
Marble setter	0.80	0.70
Mortar or celanite mixer	0.60	0.50
Driller	0.60	0.50
Millwright	0.65	0.55
Tile and terrazzo layer	0.90	0.75
Compressor operator	0.60	0.50
Demolisher (all categories)	0.55	0.45
Truck and automobile driver	0.60	0.50
Horse driver	0.55	0.45
Stationary or portable engineman, on the construction job	0.65	0.55
Fireman, on the construction job	0.60	0.50
Erector of screens (wood or metal), sashes, windows, steel partitions	0.75	0.60
Weatherstripper	0.75	0.60
Blacksmith (construction)	0.70	0.60
Crane operator	0.70	0.60
Sprinkler fitter	1.15	1.15
Mastic floor layer	0.85	0.85
Mastic floor finisher	0.70	0.70
Linoleum, murelume or rubber layer, tile or sheet, waxer and polisher and asphalt tile layer	0.70	0.70
Helpers and apprentices	0.50	0.40
"Caisson" digger	0.90	0.90
Reinforcing steel erector	0.85	0.85
Watchman (by the week: 12 hours per day)	0.45	0.40
Material checker and time keeper (by the week)	22.00	22.00
Construction and maintenance men on electrical and phone lines:		
per month	110.00	110.00
per hour	0.65	0.60

For the municipalities of Saint-Hilaire, Saint-Hilaire East and Parc Otterburn, the minimum wage rates are 5 cents per hour less than zone I. Wage-earners doing cellar digging shall be paid 55 cents per hour in zone I and 45 cents in zone II. There may be one apprentice to each journeyman electrician, plumber, tinsmith, pipe mechanic and one apprentice to each 3 journeymen carpenters-joiners, painters, masons, plasterers and bricklayers. Apprentices to be paid from 35 cents per hour during first year to 55 cents during fourth year in zone I and from 30 cents during first year to 45 cents during fourth year in zone II. For maintenance work tradesmen to be paid a minimum

of \$28 per week in zone I and \$25 in zone II; labourers to be paid \$23 in zone I and \$20 in zone II. Employees who have not worked 48 hours during the week may work on Saturday afternoon until 6 p.m. at the rate of time and one half.

BUILDING TRADES, MONTREAL

An Order in Council, dated August 21, and gazetted August 24, amends the previous Order in Council for this industry (L.G., Sept., 1946, p. 1252). The Master Plumbers' Association of Montreal and Vicinity and "La Section des Entrepreneurs en Plomberie-Chauffage de l'Association des Marchands détaillants du Canada, Inc." are added as contracting parties of the first part. The United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, local number 144 and "L'Association des Plombiers, Soudeurs et Poseurs d'Appareils de Chauffage inc." are added as contracting parties of the second part. Territorial jurisdiction includes the Island of Montreal and within a radius of 15 miles from its limits. This section of the agreement applies to all pipe mechanics engaged in all work whether inside or outside the shop, and to all pipe installations, whether movable or immovable, within or outside a building, requiring the ability and skill of a pipe mechanic, including the installation, repair, maintenance or renovation of any new or existing plumbing or heating system and the assembling and erecting of furnaces, boilers and equipment in connection with same.

Hours: 8 per day, 4 on Saturday, a 44-hour week.

Overtime: time and one-half until midnight and on Saturday afternoon; work performed after midnight and all work on Sundays and 11 specified holidays is payable at double time. For employees working outside the city limits, the time needed to travel from the city limits to the job, and vice versa, shall be paid at single time, the cost of such transportation to be paid by employer. For work outside the city limits, hours may be varied to suit the time of leaving and returning of public transportation, but must not exceed 44 hours per week.

Minimum hourly wage rates: master plumber or heating contractor \$2 per hour; journeyman in plumbing, heating and pipe work, pipe welder \$1.11; junior mechanic 78 cents; apprentices

from 45 cents in first year to 65 cents in fourth year.

Apprenticeship: one apprentice to each journeyman or junior journeyman and not more than one junior journeyman to each 3 senior journeymen per shop. Apprentice pipe mechanics to serve 4 years of 2,000 hours each.

Trade

RETAIL FOOD STORES, QUEBEC

An Order in Council, dated September 6, and gazetted September 14, amends the previous Orders in Council for this industry (L.G., June, 1944, p. 754; July, 1945, p. 896, Aug., p. 1198). The number of specified paid holidays is increased by one. Vacation: after one year's service in zone I and after 2 years' service in zone II, every employee is entitled to one week's vacation with pay.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, CHICOUTIMI

An Order in Council, dated August 28, and gazetted September 7, amends the previous Orders in Council for this industry (L.G., Nov., 1941, p. 1425; Aug., 1942, p. 978; Nov., 1944, p. 1369). Hours for barbers are reduced from 61 to 59 per week; hours for ladies' male and female hairdressers remain unchanged at 57 per week. Minimum wages: journeyman \$20 per week plus 40 per cent of his proceeds in excess of \$35; ladies' female hairdresser \$13 per week plus 10 per cent of her proceeds during any one week. Apprentices are to be paid from \$2 per week during first 3 months to \$14 per week during second half of third year.

BARBERS AND HAIRDRESSERS, SHERBROOKE

A correction of an Order in Council relating to this industry (L.G., April, 1946, p. 499, July, p. 931) was published in the August 24 issue of the *Quebec Official Gazette*. This correction does not affect the summary already given.

BARBERS AND HAIRDRESSERS, ST. HYACINTHE

An Order in Council, dated August 28, and gazetted September 7, amends the previous Orders in Council for this industry (L.G., Jan., 1945, p. 71; Jan., 1946, p. 52, June, p. 784, and previous issues). This amendment does not affect the summary already given.

Fair Wage Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classes

of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are covered by the general provision that rates must equal those current in the district, and in addition, by the requirement that the rates must not be less than 35 cents an hour for male workers 18 years of age and over, 25 cents for female workers 18 years of age and over, and 20 cents for beginners and for workers under 18.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During August

During the month of August the Department of Labour prepared, on request, 60 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) *Works of Construction, Remodelling, Repair or Demolition*

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation or by direction of a War Labour Board."

Department of Fisheries

Construction of a dwelling and a concrete seawall at the Fisheries Experimental Station, Grande Riviere, Gaspé County, P.Q. Name of contractor, Mr. James S. Watt, Little River West, Gaspé County, P.Q. Date of contract, August 30, 1946. Amount of contract, \$17,320. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Brick and hollow tile layers	\$.85
Brick and hollow tile layers' helpers .....	.50
(mixing and tempering mortar)	
Carpenters and joiners .....	.65
Cement finishers .....	.60
Cement and concrete mixer operators	
Steam .....	.70
Gas or electric .....	.55
Compressor operators (gas or elec.) .....	.55
Drivers .....	.45
Driver, team and wagon .....	.70
Drill runners .....	.55
Electricians (inside wiremen) .....	.70
Engineers, operating, steam .....	.75
Engineers, crane (steam, gas or elec.) .....	.75
Enginemen, stationary .....	.55
Hoist operators—tower (gas or elec.) .....	.55
Labourers .....	.45
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Ornamental iron workers .....	.65
Painters (spray) .....	.75
Painters and glaziers .....	.65
Plasterers .....	.85
Plasterers' helpers .....	.50
(mixing and tempering material)	
Plumbers and steamfitters .....	.70
Riggers (general) .....	.60
Rodmen, reinforced steel .....	.55

	<i>Per Hour</i>
Roofers:	
Felt and gravel: patent: composition—	.50
Sheet metal	.70
Sheet metal workers	.70
Shinglers (wood, asbestos)	.65
Steam shovel engineers	.95
Steam shovel firemen	.65
Steam shovel oilers	.60
Shovel operators (gas)	.95
Watchmen	.40
Welders and burners	
Acetylene or elec.	.65

	<i>Per Hour</i>
Tractor operators—Con.	
Small	.85
Bulldozer	.85
Elevating grader	1.05

Construction of a classroom building, Alberni Indian Residential School, British Columbia. Name of contractor, Mr. W. O. Brown, Port Alberni, B.C. Amount of contract, \$32,347.20. A fair wages schedule was included in the contract as follows:—

Department of Mines and Resources

First course gravel surfacing on the Grimshaw-Great Slave Lake Highway Dominion-Provincial Section, Mile 69.36 to Mile 124.51. Name of contractors, Standard Gravel and Surfacing Company, Limited, and Fred Mannix and Company, Limited, Calgary, Alta. Date of contract, August 8, 1946. Amount of contract, \$100,249.74. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Axemen	\$.65
Bridgemen (steel workers)	1.24
Blacksmiths	.90
Blacksmiths' helpers	.81
Carpenters and joiners	1.10
Cement finishers	1.10
Concrete mixer operators:	
Steam	1.00
Gas or electric	.85
Compressor operators (gas or electric)	.85
Dragline operators (steam or gas)	1.25
Dragline firemen	.70
Dragline oilers	.70
Drivers (teamsters)	.65
Drill runners	.85
Electricians (inside wiremen)	1.15
Electricians' helpers	.81
Engineers, crane (steam, gas, elec.)	1.25
Hoist operators—tower (gas or elec.)	
—(under 12 H.P.)	.81
—(12 H.P. and over)	1.12
Labourers	.65
Motor truck drivers	.65
Pipefitters (surface—temp. work)	1.16
Pipefitters' helpers	.81
Machinists	1.00
Machinists' helpers	.81
Mechanics—gasoline equipment	.92
Mechanics—diesel equipment	1.02
Powdermen	.85
Road grader operators:	
Horsedrawn—	.75
Motor driven—	1.00
Road roller operators (steam or gas)	1.00
Steam shovel engineers	1.25
Steam shovel cranemen	1.25
Steam shovel firemen	.70
Steam shovel oilers	.70
Shovel operators (gas or diesel)	1.25
Watchmen	.60
Welders and burners:	
On steel erection	1.25
Riveters—(steel workers structural)	1.10
Rock muckers	.80
Steel sharpener	.90
Tractor operators:	
Letourneau, etc.	1.05

	<i>Per Hour</i>
Asbestos insulation workers	1.06
Blacksmiths	1.00
Blacksmiths' helpers	.81
Brick and hollow tile layers	1.28½
Brick and hollow tile layers' helpers	.81
(mixing and tempering mortar)	
Carpenters and joiners	1.10
Cement finishers	1.00
Cement and concrete mixer operators:	
Gas or electric	.81
Compressor operators (gas or electric)	.81
Drivers (teamsters)	.65
Drill runners	.81
Electricians (inside wiremen)	1.18½
Engineers, operating steam:	
Single or double drums	1.10
Three or more drums	1.22½
Engineers on steel erection	1.22½
Engineers, crane (steam, gas, electric)	1.22½
Engineers stationary	.79
Hoist operators—tower (gas or electric)	
under 12 H.P.	.81
Hoist operators—tower (gas or electric)	
12 H.P. and over	1.10
Labourers	.65
Lathers:	
Metal on metal	1.19
Wood	1.06
Linoleum layers	.81
Mastic floor layers	1.06
Mastic floor rubbers and finishers	.81
Mastic floor kettlemen	.71
Mastic floor labourers	.65
Motor truck drivers (under 5 ton)	.65
Motor truck drivers (5 ton and over)	.75
Ornamental iron workers	1.12
Painters (spray)	1.05
Painters and glaziers	.96
Pipelayers, caulkers and solderers (iron pipe)	.73
Plasterers	1.06
Plasterers' helpers (mixing and tempering material)	.81
Plumbers and steamfitters	1.19
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	.69
Powdermen	.96
Pumpmen	.71
Riggers (general)	.81
Rodmen (reinforced steel)	.81
Roofers:	
Felt and gravel; patents; composition	.66
Sheet metal	1.18
Sheet metal workers	1.18
Shinglers (wood, asbestos)	1.10
Steam shovel engineers	1.22½
Steam shovel cranemen	1.22½
Steam shovel oilers	.79
Shovel operators (gas)	1.22½
Tractor operators:	
Letourneau, etc.	1.05
Small	.80

	<i>Per Hour</i>
Watchmen .....	.60
Waxers and polishers (floor) .....	.71
Welders and burners:	
Acetylene or electric	1.00
Stonecutters	1.07
Stonemasons	1.28½
Stonemasons' helpers (mixing and tempering mortar) .....	.81
Terrazzo layers	1.32
Terrazzo finishers and helpers .....	.81

	<i>Per Hour</i>
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers .....	.75
Painters and glaziers .....	.86
Plasterers—till July 31, 1946	1.06
—on and after August 1, 1946	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.12
Sheet metal workers	1.10
Watchman .....	.56
Waxers and polishers (floor) .....	.65

National Harbours Board

Installation of floodlights at Sections 11, 12 and 14, Three Rivers Harbour, P.Q. Name of contractor, Mr. Henri P. Mongrain, Three Rivers, P.Q. Date of contract, July 17, 1946. Amount of Contract, \$2,238.90. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Carpenters and joiners	\$.75
Electricians (inside wiremen) .....	.70
Labourers .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Riggers (general) .....	.65
Watchman .....	.50

Repairs to roofs of sheds Nos. 13 and 16, Three Rivers Harbour, P.Q. Name of contractor, Germain and Frere, Ltee., Three Rivers, P.Q. Date of contract, August 1, 1946. Amount of contract, \$1,100. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Labourers	\$.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Roofers:	
Felt and gravel: patent: composition— .....	.65
Sheet metal— .....	.75
Sheet metal workers .....	.75
Watchmen .....	.50

Department of Public Works

Alterations to Jackson Building (third, fourth and fifth floors), Ottawa, Ont. Name of contractor, The Geo. C. Graves Construction Company, Limited, Ottawa, Ont. Date of contract, August 8, 1946. Amount of contract, \$35,968. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Carpenters and joiners	\$1.05
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen) .....	.96
Labourers .....	.61
Lathers:	
Metal—	1.00
Wood— .....	.90
Linoleum layers .....	.75

Repairs to the north pier, Grand Bend, Ont. Name of contractor, Detroit River Construction Limited, Blenheim, Ont. Date of contract, August 16, 1946. Amount of contract, unit prices—approximate expenditure, \$54,617. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Axemen	\$.55
Blacksmiths .....	.70
Blacksmiths' helpers .....	.55
Boatmen .....	.51
Carpenters and joiners .....	.86
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam— .....	.75
Gas or electric— .....	.65
Compressor operators (gas or electric) .....	.65
Divers per day } Full day's pay allowed	14.48
Divers' tender } whether employed full or	
per day } part time.	5.48
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas or elec.) .....	.85
Enginemn, stationary .....	.60
Hoist operator—tower (gas or elec.) .....	.60
Labourers .....	.51
Motor boat operator .....	.55
Motor truck driver .....	.55
Motor truck driver and truck	1.55
Pile driver and derrick foreman	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Powdermen .....	.56
Rodmen—reinforced steel .....	.56
Shovel operators (gas)	1.06
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Watchmen .....	.46
Welders and burners:	
Acetylene or electric— .....	.80

Construction of a storage building, Physical Metallurgy Research Laboratories, Ottawa, Ont. Name of contractor, Messrs. Alex. I. Garvoek, Limited, Ottawa, Ont. Date of contract, June 6, 1946. Amount of contract, \$74,772.00 and unit prices. A fair wages

schedule was included in the contract as follows:—

Per Hour

Asbestos insulation workers	\$.80
Blacksmiths .....	.86
Blacksmiths' helpers .....	.60
Brick and hollow tile layers	1.16
Brick and hollow tile layers' helpers .....	.60
(mixing and tempering mortar)	
Carpenters and joiners .....	.96
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas or electric .....	.65
Compressor operators (gas or electric) .....	.65
Drill runners .....	.65
Drivers .....	.56
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.96
Engineers, operating, steam .....	.86
Engineers, crane (steam, gas, electric) .....	.90
Engineers on steel erection	1.00
Enginemen, stationary .....	.65
Hoist operators—tower (gas or electric) .....	.65
Labourers .....	.56
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Ornamental iron workers .....	.75
Painters and glaziers .....	.86
Plumbers and steamfitters	1.12
Rodmen (reinforcing steel) .....	.65
Roofers:	
Felt and gravel: patent: composition .....	.60
Sheet metal workers	1.01
Watchman .....	.51
Welders on steel erection	1.00

Reconstruction of wharf, Blind River, Ont. Name of contractor, Richardson Construction Company, Limited, Toronto, Ont. Date of contract, August 12, 1946. Amount of contract unit prices—approximate expenditure, \$17,884.80. A fair wages schedule was included in the contract as follows:—

Per Hour

Blacksmiths	\$.86
Blacksmiths' helpers .....	.56
Carpenters and joiners .....	.90
Cement and concrete mixer operators:	
Steam .....	.76
Gas or electric .....	.66
Cement finishers .....	.71
Driver, team and wagon .....	.86
Drivers .....	.51
Labourers .....	.51
Motor truck drivers .....	.56
Motor truck driver and truck	1.56
Painters and glaziers .....	.76
Structural steel workers .....	.96
Riggers (general) .....	.61
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Watchmen .....	.46
Shovel operators (gas.)	1.06
Pile driver and derrick foremen	1.01
Pile driver and derrick engineers .....	.91
Pile driver and derrick men (rigging, setting and signalling) .....	.66
Pile driver and derrick firemen .....	.61
Pile driver and derrick labourers .....	.56
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56

Alterations and additions to public building, Lethbridge, Alta. Name of contractor, Messrs. Bennett and White, Limited, Calgary, Alta. Date of contract, August 13, 1946. Amount of contract, \$21,884.00 and unit prices. A fair wages schedule was included in the contract as follows:—

Per Hour

Asbestos insulation workers	\$.90
Blacksmiths .....	.90
Blacksmiths' helpers .....	.75
Brick and hollow tile layers	1.26
Brick and hollow tile layers' helpers .....	.71
(mixing and tempering mortar)	
Carpenters and joiners	1.03
Cement finishers building construction	1.01
Cement and concrete mixer operators:	
Steam .....	.80
Gas or electricity .....	.70
Compressor operators (gas or electric) .....	.70
Drivers (teamster) .....	.60
Drill runners .....	.70
Electricians (inside wiremen) .....	.95
Engineers, on steel erection	1.01
Engineers operating, steam:	
Single drum	1.00
Two or more drums	1.15
Engineers, crane (steam gas, electric)	1.05
Enginemen stationary .....	.70
Hoist operators—tower (gas or electric) .....	.65
Labourers .....	.55
Lathers:	
Metal	1.04
Motor truck drivers:	
Under 5 tons .....	.60
5 tons and over .....	.65
Ornamental iron workers .....	.80
Painters and glaziers .....	.90
Plasterers	1.16
Plasterers' helpers .....	.71
(mixing and tempering material)	
Plumbers and steamfitters	1.00
Riggers (general) .....	.70
Rodmen (reinforced steel) .....	.65
Roofers:	
Sheet metal .....	.96
Sheet metal workers .....	.96
Shovel operators (gas)	1.17½
Stonecutters	1.26
Stonemasons	1.26
Stonemasons' helpers .....	.71
(mixing and tempering mortar)	
Steam shovel engineers	1.17½
Steam shovel firemen .....	.70
Steam shovel oilers .....	.70
Structural steel workers	1.01
Watchmen	(per week) 25.00
Waxers and polishers (floor) .....	.60
Welders on steel erection	1.01
Roofers:	
Felt and gravel: patent: composition—	
Foremen .....	.85
Roofers .....	.75
Labourers .....	.65

Reconstruction of the west breakwater, Matane, P.Q. Name of contractor, Royalmount Construction Limited, Montreal, P.Q. Date of contract, August 16, 1946. Amount of contract, unit prices—approximate expenditure,

\$358,041.50. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboats) .....	.45
Carpenters and joiners .....	.65
Cement finishers .....	.60
Cement and concrete mixer operators:	
Steam— .....	.70
Gas. or elec.— .....	.55
Compressor operators (gas. or elec.) .....	.55
Drill runners .....	.55
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.70
Engineers, operating, steam .....	.75
Engineers, crane (steam, gas. elec.) .....	.75
Enginemen, stationary .....	.55
Hoist operators—tower (gas, or elec.) .....	.55
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Painters and glaziers .....	.65
Powdermen .....	.55
Pile driver and derrick foreman	1.05
Pile driver and derrick engineers .....	.95
Pile driver and derrick men (rigging, setting and signalling) .....	.75
Pile driver and derrick firemen .....	.65
Pile driver and derrick labourers .....	.50
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40
Welders and burners:	
Acetylene or elec.— .....	.65

Partial reconstruction of wharf, Contrecoeur, Vercheres County, P.Q. Name of contractor, Mr. Lucien LaChappelle, Sorel, P.Q. Date of contract, August 12, 1946. Amount of contract, \$9,983.75. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Carpenters	\$.65
Cement finishers .....	.60
Cement and concrete mixer operators:	
Steam— .....	.70
Gas. or elec.— .....	.55
Compressor operators (gas.) .....	.55
Drivers .....	.45
Drivers, horse and cart .....	.60
Driver, team and wagon .....	.70
Drill runners .....	.55
Labourers .....	.45
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Watchmen .....	.40

Partial reconstruction of wharf, St. Sulpice Parish, L'Assomption County, P.Q. Name of contractor, Mr. George W. Jewett, Montreal, P.Q. Date of contract, August 12, 1946. Amount of contract, unit prices—approximate expenditure, \$10,983.25. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Carpenters and joiners	\$.75
Cement finishers .....	.70

	<i>Per Hour</i>
Cement and concrete mixer operators:	
Steam— .....	.75
Gas. or elec.— .....	.65
Compressor operators (gas. or elec.) .....	.65
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.70
Drill runners .....	.65
Labourers .....	.45
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Watchmen .....	.40

Installation of acoustic tile ceilings in Deer Lodge Hospital, Winnipeg, Man. Name of contractor, Dominion Sound Equipments Limited, Winnipeg, Man. Date of contract, August 26, 1946. Amount of contract, \$4,408.23. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Carpenters and joiners	\$1.15
Drivers .....	.60
Driver, team and wagon	1.00
Electricians (inside wiremen)	1.15
Labourers—skilled .....	.68
Labourers—common .....	.60
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Painters and glaziers	1.00
Plasterers	1.35
Plasterers' helpers (mixing and tempering material) .....	.73

Partial reconstruction of wharf, Lavaltrie, Berthier County, P.Q. Name of contractors, Messrs. Emilien Lafortune and Paul Lafortune, Joliette, P.Q. Date of contract, August 17, 1946. Amount of contract, unit prices—approximate expenditure, \$14,161.75. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Carpenters	\$.75
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam— .....	.75
Gas or elec.— .....	.65
Compressor operators (gas) .....	.65
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.70
Drill runners .....	.65
Labourers .....	.45
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Watchmen .....	.40

Construction of a wharf and float, Horse-shoe Bay, B.C. Name of contractor, Pacific Pile Driving Company, Limited, Victoria, B.C. Date of contract, August 8, 1946. Amount of contract, unit prices—approximate expenditure, \$20,989. A fair wages schedule was included in the contract as follows:—

Per Hour

Pile driver and derrick foremen	\$ 1.37
Pile driver and derrick engineers	1.24
Pile driver and derrick men	1.12
Pile driver and derrick boommen	1.12
Pile driver and derrick bridgemen	1.12
Pile driver and derrick firemen .....	.80
Carpenters and joiners	1.12
Labourers .....	.65
Watchmen .....	.60

Renewal of wharf, Saanichton, B.C. Name of contractor, Victoria Pile Driving Company, Limited, Victoria, B.C. Date of contract, July 29, 1946. Amount of contract, unit prices—approximate expenditure, \$9,093.94. A fair wages schedule was included in the contract as follows:—

Per Hour

Pile driver and derrick foremen	\$1.35
Pile driver and derrick engineers	1.22½
Pile driver and derrick men	1.10
Pile driver and derrick boommen	1.10
Pile driver and derrick bridgemen	1.10
Pile driver and derrick firemen .....	.79
Carpenters and joiners	1.10
Labourers .....	.65
Watchmen .....	.60

Construction of a storage building for the National Gallery of Canada, Ottawa, Ont. Name of contractor, the Doran Construction Company, Limited, Ottawa. Date of contract, August 14, 1946. Amount of contract, \$26,934.00 and unit prices. A fair wages schedule was included in the contract as follows:—

Per Hour

Asbestos insulation workers	\$.80
Brick and hollow tile layers	1.16
Brick and hollow tile layers' helpers .....	.60
(mixing and tempering mortar)	
Carpenters and joiners .....	.96
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas or electric .....	.65
Drivers .....	.56
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.96
Engineers, operating, steam .....	.86
Engineers on steel erection	1.00
Labourers .....	.56
Lathers:	
Metal	1.00
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Ornamental iron workers .....	.75
Painters and glaziers .....	.86
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.60
Plumbers and steamfitters	1.12
Rodmen (reinforced steel) .....	.65
Roofers:	
Felt and gravel: patent: composition .....	.60
Sheet metal workers	1.01
Structural steel workers	1.00
Watchmen .....	.51
Welders and burners:	
On steel erection	1.00

Construction of a vehicle storage building for the Division of Botany and Plant Pathology, Department of Agriculture, at the Central Experimental Farm, Ottawa, Ont. Name of contractor, Messrs. George A. Crain and Sons, Limited, Ottawa, Ont. Date of contract, September 7, 1946. Amount of contract, \$17,714. A fair wages schedule was included in the contract as follows:—

Per Hour

Asbestos insulation workers	\$.80
Brick and hollow tile layers	1.16
Brick and hollow tile layers' helpers .....	.60
(mixing and tempering mortar)	
Carpenters and joiners .....	.96
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas or electric .....	.65
Drivers .....	.56
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.96
Labourers .....	.56
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Painters and glaziers .....	.86
Plumbers and steamfitters	1.12
Rodmen (reinforced steel) .....	.65
Roofers:	
Felt and gravel: patent: composition .....	.60
Sheet metal workers	1.01
Structural steel workers	1.00
Watchman .....	.51

Reconstruction of wharf, Selkirk, Man. Name of contractor, Nelson River Construction Limited, Winnipeg, Man. Date of contract, August 15, 1946. Amount of contract, unit prices—approximate expenditure, \$168,547.40. A fair wages schedule was included in the contract as follows:—

Per Hour

Asphalters	\$.68
Blacksmiths .....	.80
Blacksmiths' helpers .....	.62½
Carpenters and joiners	1.05
Drivers .....	.60
Driver, team and wagon	1.00
Engineers, crane (steam, gas, electric)	1.10
Motor boat operators .....	.65
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Pile driver and derrick foremen	1.10
Pile driver and derrick engineers	1.10
Pile driver and derrick men (rigging, setting and signalling) .....	.68
Pile driver and derrick firemen .....	.70
Pile driver and derrick labourers .....	.63
Labourers .....	.58
Rivermen (log manipulators on storage dams and men employed on soundings and on hazardous work on rivers and streams) .....	.65
Road grader operators:	
Gas .....	.75
Shovel operators (gas)	1.10
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.75
Tractor operators:	
Small .....	.75
Watchmen .....	.53
Welders and burners:	
Acetylene or electric .....	.85

Reconstruction of breakwater, Port Maitland, N.S. Name of contractor, Mr. Robert A. Douglas, New Glasgow, N.S. Date of contract, August 1, 1946. Amount of contract, unit prices—approximate expenditure, \$105,490.70. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Blacksmiths	\$.65
Boatmen (rowboats) .....	.45
Compressor operators (gas. or elec.) .....	.55
Drill runners .....	.55
Engineers, operating, steam .....	.80
Enginemnen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Steam shovel engineers	1.10
Steam shovel firemen .....	.60
Steam shovel oilers .....	.65
Tractor operators	
Letourneau, etc.— .....	.75
Small— .....	.60
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Construction of wharf extension, McEachern's Point, N.B. Name of contractor, Diamond Construction Company, Limited, Fredericton, N.B. Date of contract, July 31, 1946. Amount of contract, unit prices—approximate expenditure, \$12,174. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboat) .....	.46
Compressor operators (gas. or elec.) .....	.55
Drivers .....	.46
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Engineers, operating, steam .....	.75
Labourers .....	.46
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

General repairs and interior painting, public building, New Westminster, B.C. Name of contractor, Messrs. Ward and Son, Limited, New Westminster, B.C. Date of contract, August 19, 1946. Amount of contract, \$9,708. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Brick and hollow tile layers	\$1.29
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.81
Carpenters and joiners	1.12
Drivers .....	.65

	<i>Per Hour</i>
Electricians (inside wiremen)	1.19
Labourers:	
Common— .....	.65
Experienced building— .....	.71
Motor truck drivers:	
Under 5 tons— .....	.66
5 tons and over— .....	.75
Painters and glaziers .....	.97
Plasterers	1.22½
Plasterers' helpers (mixing and tempering material) .....	.81
Plumbers and steamfitters	1.19
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.69
Stonemasons	1.29
Stonemasons' helpers (mixing and tempering material) .....	.81

Construction of a film storage building for the National Film Board, Rockcliffe (Ottawa), Ont. Name of contractor, Mr. H. Dagenais, Ottawa, Ont. Date of contract, August 9, 1946. Amount of contract, \$32,900 and unit prices. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Brick and hollow tile layers	\$1.16
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.60
Carpenters and joiners .....	.96
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam— .....	.80
Gas. or elec. .....	.65
Drivers .....	.56
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.96
Labourers .....	.56
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Ornamental iron workers .....	.75
Painters and glaziers .....	.86
Plasterers	1.06
Plasterers' helpers (mixing and tempering material) .....	.60
Plumbers and steamfitters	1.12
Rodmen (reinforced steel) .....	.65
Roofers:	
Felt and gravel: patent: composition— .....	.60
Sheet metal workers	1.01
Watchmen .....	.51

Reconstruction of a wharf, Dalhousie, N.B. Name of contractor, Diamond Construction Company, Limited, Fredericton, N.B. Date of contract, July 31, 1946. Amount of contract, unit prices—approximate expenditure, \$19,954. A fair wages schedule was included in the contract as follows:

	<i>Per Hour</i>
Blacksmith	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboats) .....	.46
Carpenters and joiners .....	.65
Compressor operators (gas or electric) .....	.55
Engineers, crane (steam, gas, electric) .....	.71
Drivers .....	.46
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75

	<i>Per Hour</i>
Engineers, operating, steam .....	.75
Labourers .....	.46
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foremen .....	.80
Pile driver and derrick engineers .....	.70
Pile driver and derrick firemen .....	.55
Pile driver and derrick men (rigging, setting and signalling) .....	.60
Pile driver and derrick labourers .....	.50
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Reconstruction of breakwater, New Harbour, N.S. Name of contractor, Messrs. J. P. Porter and Sons, Limited, Montreal, P.Q. Date of contract, August 3, 1946. Amount of contract, unit prices—approximate expenditure, \$178,115.75. A fair wage schedule was included in the contract as follows:

	<i>Per Hour</i>
Axemen	\$.50
Blacksmiths .....	.65
Blacksmiths' helper .....	.50
Boatmen (rowboat) .....	.45
Carpenters and joiners .....	.65
Cement and concrete mixer operators:	
Steam .....	.70
Gas or electric .....	.55
Compressor operators (gas or electric) .....	.55
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Drill runners .....	.55
Engineers, operating, steam .....	.80
Engineers, crane (steam, gas, electric) .....	.80
Enginemen, stationary .....	.60
Hoist operators—tower (gas or electric) .....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Powdermen .....	.55
Riggers (general) .....	.60
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Tractor operators:	
Letourneau, etc. ....	.75
Small .....	.60
Watchmen .....	.40

Alterations to Dominion Government Temporary Office Building, No. 2, Ottawa, Ont. Name of contractor, Mr. H. Dagenais, Ottawa, Ont. Date of contract, August 9, 1946. Amount of contract, \$10,088. A fair wages schedule was included in the contract as follows:

	<i>Per Hour</i>
Carpenters and joiners	\$1.05
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen) .....	.96
Labourers .....	.61
Motor truck drivers .....	.65

	<i>Per Hour</i>
Motor truck driver and truck	1.65
Painters and glaziers .....	.86
Plumbers and steamfitters	1.12

Reconstruction of wharf, West Head, N.S. Name of contractors, Messrs. Barney Mosher and Merrill D. Rawding, Liverpool, N.S. Date of contract, August 16, 1946. Amount of contract, unit prices—approximate expenditure, \$66,255.25. A fair wages schedule was included in the contract as follows:

	<i>Per Hour</i>
Blacksmiths	\$.65
Blacksmiths' helpers .....	.59
Boatmen (rowboat) .....	.45
Carpenters .....	.65
Compressor operators (gas, or electric) .....	.55
Drill runners .....	.55
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Engineers, operating, steam .....	.80
Firemen, stationary .....	.60
Hoist operators (gas, or electric) .....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver foreman .....	.85
Pile driver engineers .....	.75
Pile driver men (rigging, setting and signalling) .....	.60
Pile driver firemen .....	.60
Pile driver labourer .....	.50
Timbermen and cribmen (measuring, scribing, and by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchman .....	.40

Alterations of National Film Board Building (small theatre), Ottawa, Ont. Name of contractor, Mr. H. Dagenais, Ottawa, Ont. Date of contract, August 9, 1946. Amount of contract, \$20,564 and unit prices. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asbestos insulation workers	\$.80
Brick and hollow tile layers	1.16
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.60
Carpenters and joiners .....	.96
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas, or elec.— .....	.65
Drivers .....	.56
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.96
Labourers .....	.56
Lathers:	
Metal	1.00
Wood .....	.90
Linoleum layers .....	.70
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Ornamental iron workers .....	.75
Painters and glaziers .....	.86
Plasterers	1.06

	<i>Per Hour</i>
Plasterers' helpers (mixing and tempering material) .....	.60
Plumbers and steamfitters	1.12
Roofers:	
Felt and gravel: patent: composition .....	.60
Sheet metal workers	1.01
Sprinkler installers	1.03
Watchman .....	.51
Waxers and polishers (floor) .....	.60

Reconstruction of breakwater, Trout Cove, Digby County, N.S. Name of contractor: Messrs. M. A. Condon and Son, Kentville, N.S. Date of contract, August 16, 1946. Amount of contract, unit prices—approximate expenditure, \$165,726. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboats) .....	.45
Compressor operators (gas. or elec.) .....	.55
Drill runners .....	.55
Engineers, operating, steam .....	.80
Firemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Shovel operators (gas)	1.10
Dragline operators (steam or gas.)	1.10
Dragline firemen .....	.65
Dragline oilers .....	.60
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Tractor operators:	
Letourneau, etc. ....	.75
Small .....	.60
Watchmen .....	.40

Department of Reconstruction and Supply

* Replacement of Water Supply Line, H.M.C.S. *Naden II* to Comox, B.C. Name of contractor, General Construction Company, Limited, Vancouver, B.C. Date of contract, August 1, 1946. Amount of contract, \$18,400. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Axemen	\$.71
Blacksmiths	1.00
Blacksmiths' helpers .....	.81
Carpenters and joiners	1.12
Cement finishers	1.02
Cement and concrete mixer operators:	
Steam	1.02
Gas. or elec. ....	.81
Compressor operators (gas. or elec.) .....	.81
Dragline operators (steam or gas.)	1.24
Dragline firemen .....	.80
Dragline oilers .....	.80
Drivers (teamsters) .....	.65
Drill runners .....	.81
Engineers, operating, steam:	
Single or double drums	1.12
Three or more drums	1.24
Labourers (common) .....	.65

	<i>Per Hour</i>
Labourers (experienced building) .....	.71
Motor truck drivers (under 5 tons) .....	.66
Motor truck drivers (5 tons and over) .....	.75
Pipefitters (surface—temp. work) .....	.77
Pipe layers caulkers and solderers .....	.77
Plumbers and steamfitters	1.19
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.69
Powdermen .....	.96
Pumpmen .....	.71
Road grader operators (gas.)	1.06
Road roller operators (steam or gas.) .....	.85
Rodmen (reinforced steel) .....	.81
Steam shovel engineers	1.24
Steam shovel cranemen	1.24
Steam shovel firemen .....	.80
Steam shovel oilers .....	.80
Shovel operators (gas.)	1.24
Tractor operators:	
Letourneau, etc.	1.06
Small .....	.81
Watchman .....	.69
Welders and burners:	
Acetylene or elec.	1.00

Repairs to De Havilland Diversion of Dufferin Street, Toronto, Ont. Name of contractor, Ellins Construction Company, Limited, Toronto, Ont. Date of contract, August 7, 1946. Amount of contract, \$11,075. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asphalt rakers	\$.76
Asphalt tampers, smoothers and spreaders .....	.66
Blacksmiths .....	.96
Blacksmiths' helpers .....	.71
Cement and concrete mixer operators:	
Steam—	1.10
Gas. or elec.—	1.10
Compressor operators (gas. or elec.)	1.10
Driver .....	.62
Drivers, team and wagon	1.12
Labourers .....	.62
Motor truck driver .....	.62
Motor truck drivers and truck	2.00
Road grader operators:	
Horsedrawn— .....	.66
Including team—	1.16
Gas.— .....	.76
Road roller operators (steam or gas.) .....	.85
Steam shovel engineers	1.30
Steam shovel firemen .....	.77
Steam shovel oilers .....	.72
Tractor operators:	
Letourneau, etc.— .....	.86
Small— .....	.76
Watchmen .....	.87

Replacement of existing asphalt surface with concrete, R.C.A.F. Station, Rockcliffe (Ottawa), Ont. Name of contractor, Hugh M. Grant and Company, Ottawa, Ont. Date of contract, August 10, 1946. Amount of contract, \$39,670. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders .....	.65
Blacksmiths .....	.86

Per Hour

Blacksmiths' helpers .....	.65
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam— .....	.80
Gas. or elec.— .....	.70
Compressor operators (gas. or elec.) .....	.70
Drivers .....	.61
Drivers, team and wagon .....	.95
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck drivers and truck	1.65
Plumbers and steamfitters	1.12
Road grader operators:	
Horsedrawn— .....	.65
Including team	1.00
Road roller operators (steam or gas.) .....	.85
Stam shovel engineers	1.06
Steam shovel firemen .....	.75
Steam shovel oilers .....	.65
Tractor operators:	
Letourneau, etc.— .....	.85
Small— .....	.75
Watchmen .....	.56

Repairs to runways, taxi strips and asphalt surface, R.C.A.F. Station, Rockcliffe (Ottawa), Ont. Name of contractor, O'Leary's Limited, Ottawa, Ont. Date of contract, August 10, 1946. Amount of contract, \$25,651.50. A fair wages schedule was included in the contract as follows:

Per Hour

Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders .....	.65
Blacksmiths .....	.86
Blacksmiths' helpers .....	.65
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas or electric .....	.70
Compressor operators (gas. or electric) .....	.70
Drivers .....	.61
Drivers, team and wagon .....	.95
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck drivers and truck	1.65
Plumbers and steamfitters	1.12
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Road roller operators (steam or gas) .....	.85
Steam shovel engineers	1.06
Steam shovel firemen .....	.75
Steam shovel oilers .....	.65
Tractor operators:	
Letourneau, etc. .....	.85
Small .....	.75
Watchmen .....	.56

Complete interior wiring of ten temporary Deployment Magazines, Dundurn Training Area, M.D. No. 12, Dundurn, Sask. Name of contractor, Sun Electrical Company, Limited, Regina Sask. Date of contract, August 21, 1946. Amount of contract, \$6,250. A fair wages schedule was included in the contract as follows:

Per Hour

Carpenters and joiners	\$.96
Compressor operators (gas or electric) .....	.61

Per Hour

Drivers .....	.51
Drivers, team and wagon .....	.86
Drill runners .....	.61
Electricians (inside wiremen) .....	.86
Enginemen, stationary .....	.66
Labourers .....	.51
Motor truck drivers .....	.56
Motor truck drivers and truck	1.56
Painters (spray) .....	.86
Painters and glaziers .....	.76
Plasterers	1.06
Plasterers' helpers .....	.56
(mixing and tempering material)	
Sheet metal workers .....	.81
Watchmen .....	.45
Welders and burners:	
Acetylene or electric. ....	.80

Renovating and redecorating of buildings, No. 6 Repair Depot, R.C.A.F. Station, Trenton Ont. Name of contractor, Mr. M. H. Presley, Ottawa, Ont. Date of contract, August 26, 1946. Amount of contract, \$7,644.45. A fair wages schedule was included in the contract as follows:

Per Hour

Compressor operators (gas. or electric)	\$.65
Labourers .....	.51
Painters (spray) .....	.80
Painters and glaziers .....	.70
Plasterers .....	.90
Plasterers' helpers .....	.55
(mixing and tempering material)	
Watchmen .....	.46

Construction of reinforced concrete traverses and widening of roads, R.C.N. Magazine Establishment, Bedford Basin, N.S. Name of contractor, T. C. Gorman (Nova Scotia) Limited, Halifax, N.S. Date of contract, August 30, 1946. Amount of contract, \$217,875. A fair wages schedule was included in the contract as follows:

Per Hour

Axemen	\$.65
Blacksmiths .....	.85
Blacksmiths' helpers .....	.65
Boilermakers on construction .....	.90
Carpenters and joiners .....	.95
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas or electric .....	.70
Compressor operators (gas or electric) .....	.70
Dragline operators (steam or gas)	1.10
Dragline firemen .....	.70
Dragline oilers .....	.65
Drivers .....	.60
Driver, team and wagon .....	.95
Drill runners .....	.70
Engineers, operating, steam .....	.90
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Pipe fitters (surface—temp. work) .....	.70
Pipe layers, caulkers and solderers .....	.70
Plumbers and steamfitters	1.02½

	<i>Per Hour</i>
Powdermen .....	.70
Pumpmen .....	.70
Road grader operators:	
Gas .....	.75
Road roller operators (steam or gas) .....	.80
Rodmen (reinforced steel) .....	.70
Steam shovel engineers	1.10
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators (gas)	1.10
Tractor operators:	
Letourneau, etc. ....	.85
Small .....	.70
Watchmen .....	.55
Welders and burners:	
Acetylene or electric .....	.85

Construction of roof, water supply, heating plant, and office and magazine heating for Transfer Magazine Building No. 1, Inland Magazine Establishment, Kamloops, B.C. Name of contractor, General Construction Company, Limited, Vancouver, B.C. Date of contract, August 15, 1946. Amount of contract, \$28,256.05. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asbestos insulation workers	\$1.07
Asphalt rakers .....	.81
Asphalt tamperers, smoothers and spreaders ....	.71
Axemen .....	.71
Brick and hollow tile layers	1.29
Brick and hollow tile layers' helpers .....	.81
(mixing and tempering mortar)	
Carpenters and joiners	1.12
Cement finishers	1.02
Cement and concrete mixer operators:	
Steam—	1.02
Gas, or elec.— .....	.81
Compressor operators (gas, or elec.) .....	.81
Dragline operators (steam or gas)	1.24
Dragline firemen .....	.80
Dragline oilers .....	.80
Drivers (teamsters) .....	.65
Drill runners .....	.81
Electricians (inside wiremen)	1.19
Engineers, crane (steam, gas, elec.)	1.24
Engineemen, stationary .....	.80
Labourers (common) .....	.65
Labourers (experienced building) .....	.71
Motor truck drivers (under 5 tons) .....	.66
Motor truck driver (5 tons and over) .....	.75
Painters (spray)	1.07
Painters and glaziers .....	.97
Pipefitters (surface—temp. work) .....	.77
Pipelayers, caulkers and solderers .....	.77
Plasterers	1.22½
Plasterers' helpers (mixing and tempering material) .....	.81
Plumbers and steamfitters	1.19
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.69
Powdermen .....	.96
Road grader operators:	
Gas—	1.06
Road roller operators (steam or gas) .....	.85
Rodmen (reinforced steel) .....	.81
Roofers:	
Sheet metal	1.18
Sheet metal workers	1.18
Steam shovel engineers	1.24
Steam shovel cranemen	1.24

	<i>Per Hour</i>
Steam shovel firemen .....	.80
Steam shovel oilers .....	.80
Shovel operators (gas)	1.24
Structural steel workers	1.22½
Tile setters:	
Asphalt .....	.87
Tractor operators:	
Letourneau, etc.—	1.06
Small— .....	.81
Watchmen .....	.60
Welders and burners:	
Acetylene or elec.—	1.00
On steel erection—	1.22½
Roofers:	
Felt and gravel: patent: composition—	
Foreman	1.00
Skilled .....	.81
Semi-skilled .....	.71
Unskilled .....	.65
Wharf and dock builders	1.12

Painting of three existing 550 foot steel antenna towers and two existing 320 foot steel antenna towers at W/T Station, Newport Corners, N.S. Name of contractor, Eastern Construction and Waterproofing Company, Sydney, N.S. Date of contract, August 16, 1946. Amount of contract, \$5,943. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Labourers	\$.45
Painters (spray) .....	.75
Painters and glaziers .....	.65
Watchmen .....	.40
Waxers and polishers (floor) .....	.50

Construction of a hydrant hose house, an additional water main and one three-way compression type hydrant, W/T Station, Gloucester Township, Carleton County, Ont. Name of contractor, Hugh M. Grant and Company, Ottawa, Ont. Date of contract, August 27, 1946. Amount of contract, \$2,400. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Carpenters and joiners	\$.96
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam— .....	.80
Gas, or elec.— .....	.65
Drivers .....	.56
Labourers .....	.56
Painters and glaziers .....	.86
Pipe layers, caulkers and solderers .....	.65
Plumbers and steamfitters	1.12
Roofers:	
Sheet metal—	1.01
Sheet metal workers	1.01
Watchmen .....	.51
Welders and burners:	
Acetylene or elec.— .....	.85

Department of Transport

Development of an aerodrome, Gore Bay, Manitoulin Island, Ont. Name of contractor,

King Paving Company, Limited, Oakville, Ont. Date of contract, August 9, 1946. Amount of contract, \$340,855.50. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Axemen	\$.50
Asphalt rakers .....	.60
Asphalt tampers, smoothers and spreaders.....	.50
Blacksmiths .....	.65
Blacksmiths' helpers .....	.51
Carpenters and joiners .....	.76
Cement finishers .....	.65
Cement and concrete mixer operators:	
Steam— .....	.70
Gas or elec.— .....	.56
Compressor operators (gas. or elec.) .....	.56
Dragline operators (steam or gas.)	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.46
Driver, horse and cart .....	.60
Driver, team and wagon .....	.80
Drill runners .....	.56
Engineers, operating, steam .....	.71
Enginemen, stationary .....	.55
Hoist operators—tower (gas. or elec.) .....	.55
Labourers .....	.46
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Powdermen .....	.51
Road grader operators:	
Horsedrawn— .....	.50
Including team— .....	.85
Gas— .....	.55
Road roller operators (steam or gas.) .....	.75
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc.— .....	.65
Small— .....	.55
Watchmen .....	.41

Additional development of airport, London, Ont. Name of contractor, The Flintkote Company of Canada, Limited, Toronto, Ont. Date of contract, August 13, 1946. Amount of contract, \$8,104. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders.....	.55
Carpenters and joiners	1.00
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam— .....	.75
Gas. or elec.— .....	.65
Drivers .....	.51
Driver, team and wagon .....	.90
Engineers, operating, steam .....	.81
Enginemen, stationary .....	.60
Labourers .....	.51
Motor truck driver .....	.55
Motor truck driver and truck	1.55
Road grader operators:	
Horsedrawn— .....	.55
Including team— .....	.90
Gas— .....	.65
Road roller operators (steam or gas) .....	.75
Steam shovel engineers	1.06
Steam shovel firemen .....	.70

	<i>Per Hour</i>
Steam shovel oilers .....	.80
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc.— .....	.80
Small— .....	.70
Watchmen .....	.46

Demolition and rebuilding of two exterior walls of the Pilotage Building at Champlain Market, Quebec, P.Q. Name of contractor, Mr. Eugene Jinchereau, Quebec, P.Q. Date of contract, August 22, 1946. Amount of contract, \$6,547. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Labourers	\$.60
Bricklayers	1.00
Bricklayers' helpers .....	.65
Plasterers' helpers .....	.55
(mixing and tempering mortar)	
Cement finishers .....	.80
Carpenters and joiners .....	.80
Cement and concrete mixer operators:	
Steam— .....	.75
Gas. or elec.— .....	.75

Construction of two hard-surfaced runways at Wiarton Airport, Wiarton, Ont. Name of contractor, Scott-Jackson Construction Limited, New Toronto, Ont. Date of contract, August 22, 1946. Amount of contract, \$417,779. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Axemen	\$.55
Asphalt rakers .....	.65
Asphalt tampers, smoothers and spreaders....	.55
Blacksmiths .....	.70
Blacksmiths' helpers .....	.55
Carpenters and joiners .....	.90
Cement and concrete mixer operators:	
Steam— .....	.75
Gas. or elec.— .....	.65
Compressor operators (gas. or elec.).....	.65
Dragline operators (steam or gas.)	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Engineers, operating, steam .....	.81
Enginemen, stationary .....	.60
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Powdermen .....	.56
Road grader operators:	
Horsedrawn— .....	.55
Including team— .....	.90
Gas .....	.60
Road roller operators (steam or gas.).....	.75
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc.— .....	.75
Small— .....	.65
Watchmen .....	.46
Welders and burners:	
Acetylene or elec.— .....	.80

Additional development of airport, Moncton, N.B. Name of contractor, Rayner Construction Limited, Toronto, Ont. Date of contract, August 28, 1946. Amount of contract, \$7,450. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders.....	.55
Dragline operators (steam or gas.)	1.06
Dragline firemen .....	.61
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.80
Engineers, operating, steam .....	.75
Enginemmen, stationary .....	.60
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Road grader operators:	
Horsedrawn— .....	.55
Including team— .....	.80
Gas— .....	.60
Road roller operators (steam or gas.) .....	.70
Steam shovel engineers	1.06
Steam shovel firemen .....	.61
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc.— .....	.75
Small— .....	.60
Watchmen .....	.45

Wartime Housing Limited

Construction of houses and underground services, Georgetown, Ont. Name of contractor, George Construction Company, Toronto, Ont. Date of contract, August 20, 1946. Amount of contract, \$150,000. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders .....	.55
Brick and hollow tile layers	1.10
Brick and hollow tile layers' helpers .....	.55
(mixing and tempering mortar)	
Carpenters and joiners .....	.86
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam— .....	.75
Gas, or elec.— .....	.65
Compressor operators (gas. or elec.) .....	.65
Dragline operators (steam or gas)	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.86
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas. or elec.) .....	.85
Enginemmen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.51
Lathers:	
Metal— .....	.80
Wood— .....	.75
Motor truck driver .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70

	<i>Per Hour</i>
Painters (spray) .....	.86
Painters and glaziers .....	.76
Pipefitters (surface-temp. work) .....	.65
Pipe layers, caulkers and solderers .....	.60
Plasterers	1.10
Plasterers' helpers .....	.55
(mixing and tempering material)	
Plumbers and steamfitters	1.05
Riggers (general) .....	.61
Road grader operators:	
Horsedrawn— .....	.55
Including team— .....	.90
Gas— .....	.60
Road roller operators (steam or gas.) .....	.75
Rodmen (reinforced steel) .....	.56
Roofers:	
Felt and gravel: patent: composition—.....	.55
Sheet metal— .....	.86
Sheet metal workers .....	.86
Shinglers (wood, asbestos) .....	.81
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc.— .....	.75
Small .....	.65
Watchmen .....	.46
Waxers and polishers (floor) .....	.55
Welders and burners:	
Acetylene or elec.— .....	.80

Construction of houses and underground services, St. Boniface, Man. Name of contractor, Claydon Construction Company, Winnipeg, Man. Date of contract, July 29, 1946. Amount of contract, \$75,000. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asphalters	\$.70
Brick and hollow tile layers	1.35
Brick and hollow tile layers' helpers.....	.73
(mixing and tempering mortar)	
Carpenters and joiners	1.15
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam— .....	.80
Gas, or elec.— .....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.20
Dragline firemen .....	.80
Dragline oilers .....	.65
Drivers .....	.60
Driver team and wagon	1.00
Drill runners .....	.70
Electricians (inside wiremen)	1.15
Engineers, operating, steam:	
Single or double drums—	1.15
Three or more drums—	1.20
Engineers, crane (steam, gas. or elec.)	1.20
Enginemmen, stationary .....	.80
Hoist operators—tower (gas. or elec.) .....	.70
Labourers (skilled) .....	.68
Labourers (common) .....	.60
Lathers:	
Metal—	1.00
Wood—	1.00
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Ornamental iron workers	1.10
Painters (spray)	1.00
Painters and glaziers	1.00

	<i>Per Hour</i>		<i>Per Hour</i>
Pipefitters (surface-temp. work) .....	.80	Plasterers' helpers (mixing and tempering material) .....	.80
Pipe layers, caulkers and solderers .....	.80	Plumbers and steamfitters .....	.80
Plasterers	1.35	Riggers (general) .....	.70
Plasterers' helpers .....	.73	Road grader operators:	
(mixing and tempering material)		Horsedrawn .....	.65
Plumbers and steamfitters	1.25	Including teams .....	.90
Plumbers and steamfitters' helpers .....	.73	Gas .....	.70
(all men assigned to help tradesmen)		Road roller operators (steam or gas.) .....	.85
Riggers (general) .....	.80	Rodmen (reinforced steel) .....	.70
Road grader operators:		Roofers:	
Horsedrawn .....	.65	Felt and gravel: patent: composition— .....	.65
Including team	1.00	Sheet metal— .....	.80
Gas .....	.80	Sheet metal workers .....	.80
Road roller operators (steam or gas.)	1.05	Shinglers (wood, asbestos) .....	.80
Rodmen (reinforced steel) .....	.68	Steam shovel engineers .....	.95
Roofers:		Steam shovel firemen .....	.70
Felt and gravel: patent: composition— .....	.75	Steam shovel oilers .....	.65
Sheet metal— .....	.90	Shovel operators (gas.) .....	.95
Sheet metal workers .....	.90	Tractor operators:	
Shinglers (wood, asbestos) .....	.95	Letourneau, etc.— .....	.80
Steam shovel engineers	1.20	Small— .....	.70
Steam shovel firemen .....	.80	Watchmen .....	.55
Steam shovel oilers .....	.65	Welders and burners:	
Shovel operators (gas.)	1.20	Acetylene or elec.— .....	.70
Tractor operators:			
Letourneau etc.— .....	.85		
Small— .....	.75		
Watchmen .....	.55		
Welders and burners:			
Acetylene or elec.— .....	.90		

Construction of houses and underground services, Quebec, P.Q. Name of contractor, Bergerville Estates Limited, Quebec, P.Q. Date of contract, August 16, 1946. Amount of contract, \$4,210. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>		<i>Per Hour</i>
Asphalt rakers	\$.70	Asphalt rakers .....	.66
Asphalt tampers, smoothers and spreaders .....	.65	Asphalt tampers, smoothers and spreaders .....	.56
Brick and hollow tile layers	1.00	Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers .....	.65	Brick and hollow tile layers' helpers .....	.56
(mixing and tempering mortar)		(mixing and tempering mortar)	
Carpenters and joiners .....	.80	Carpenters and joiners .....	.96
Cement finishers .....	.80	Cement finishers .....	.70
Cement and concrete mixer operators:		Cement and concrete mixer operators:	
Steam— .....	.75	Steam— .....	.81
Gas, or elec.— .....	.75	Gas, or elec.— .....	.61
Compressor operators (gas. or elec.) .....	.75	Compressor operators (gas. or elec.) .....	.61
Dragline operators (steam or gas.) .....	.95	Dragline operators (steam or gas.)	1.10
Dragline firemen .....	.70	Dragline firemen .....	.66
Dragline oilers .....	.65	Dragline oilers .....	.56
Drivers .....	.60	Drivers .....	.51
Driver, team and wagon .....	.90	Driver, team and wagon .....	.86
Drill runners .....	.80	Drill runners .....	.61
Electricians (inside wiremen) .....	.80	Electricians (inside wiremen) .....	.86
Engineers, operating, steam: .....	.80	Engineers, operating, steam: .....	.80
Engineers, crane (steam, gas. elec.) .....	.80	Engineers, crane (steam, gas. elec.) .....	.96
Enginemen, stationary .....	.65	Enginemen, stationary .....	.66
Hoist operators—tower (gas. or elec.) .....	.75	Hoist operators—tower (gas. or elec.) .....	.66
Labourers .....	.60	Labourers .....	.51
Lathers:		Lathers:	
Metal— .....	.75	Metal— .....	.85
Wood— .....	.75	Wood— .....	.80
Motor truck drivers .....	.60	Motor truck drivers .....	.56
Motor truck driver and truck	1.00	Motor truck driver and truck	1.56
Ornamental iron workers .....	.75	Ornamental iron workers .....	.75
Painters (spray) .....	.75	Painters (spray) .....	.86
Painters and glaziers .....	.75	Painters and glaziers .....	.76
Pipefitters (surface-temp. work) .....	.70	Pipefitters (surface-temp. work) .....	.66
Pipelayers, caulkers and solderers .....	.65	Pipe layers, caulkers and solderers .....	.66
Plasterers	1.00	Plasterers	1.06
		Plasterers' helpers (mixing and tempering material) .....	.56
		Plumbers and steamfitters .....	.95
		Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.56

	<i>Per Hour</i>
Riggers (general) .....	.71
Road grader operators:	
Horsedrawn— .....	.56
Including team— .....	.91
Gas. ....	.71
Road roller operators (steam or gas.) .....	.81
Rodmen (reinforced steel) .....	.61
Roofers:	
Felt and gravel: patent: composition— .....	.61
Sheet metal— .....	.86
Sheet metal workers .....	.86
Shinglers (wood, asbestos) .....	.96
Steam shovel engineers	1.10
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.10
Tractor operators:	
Letourneau, etc.— .....	.75
Small— .....	.65
Watchmen .....	.45
Welders and burners:	
Acetylene or elec.— .....	.80

Construction of houses and underground services, Calgary, Alta. Name of contractor, Messrs. Bennett and White, Limited, Calgary, Alta. Date of contract, August 14, 1946. Amount of contract, \$6,883. A fair wages schedule was included in the contract as follows:—

	<i>Per Hour</i>
Asphalt rakers	\$.65
Brick and hollow tile layers	1.26
Brick and hollow tile layers' helpers.....	.71
(mixing and tempering mortar)	
Carpenters and joiners	1.03
Cement finishers	1.03
Cement and concrete mixer operators:	
Steam— .....	.80
Gas. or elec.— .....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.17½
Dragline firemen .....	.70
Dragline oilers .....	.70
Driver .....	.60
Driver, team and wagon .....	.90
Drill runners .....	.70
Electricians (inside wiremen)	1.06
Engineers operating steam:	
Single drum—	1.00
Two or more drums—	1.15
Enginemen stationary .....	.70
Hoist operators—tower (gas. or elec.).....	.70
Labourers .....	.60
Lathers:	
Metal—	1.06
Wood—	1.03
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers .....	.80

	<i>Per Hour</i>
Painters (spray)	1.00
Painters and glaziers .....	.90
Pipefitters (surface-temp. work) .....	.76
Pipelayers, caulkers and solderers .....	.76
Plasterers	1.16
Plasterers' helpers .....	.71
(mixing and tempering material)	
Plumbers and steamfitters	1.11
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.66
Road grader operators:—	
Horsedrawn— .....	.65
Including team— .....	.95
Gas.— .....	.85
Road roller operators (steam or gas.).....	.95
Rodmen (reinforced steel) .....	.70
Roofers:	
Felt and gravel: patent: composition—...	.65
Sheet metal— .....	.96
Sheet metal workers .....	.96
Shinglers (wood, asbestos)	1.01
Steam shovel engineers	1.17½
Steam shovel firemen .....	.70
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.17½
Tractor operators:	
Letourneau, etc.— .....	.95
Small— .....	.80
Watchmen	25.00
	(per week)
Welders and burners:	
Acetylene or elec.— .....	.95

The following contract contains the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empowers the Minister of Labour to deal with any dispute which may arise thereon.

Department of Public Works

Pontoon discharge pipes required for Dredge P.W.D. No. 5. Name of contractor, The Sydney Engineering and Dry Dock Company, Limited, Sydney, N.S. Date of contract, August 26, 1946. Amount of contract, \$5,760.

CONTRACTS FOR THE MANUFACTURE OF SUPPLIES AND EQUIPMENT

Department	No. of Contracts	Aggregate Amount
Post Office	12	\$ 46,089.36
Reconstruction and Supply	3,715	4,098 519.00
Royal Canadian Mounted Police..	1	18,054.00

Labour Law

Recent Regulations Under Provincial Legislation

ORDEES in Alberta bring a branch of the printing trade within the Apprenticeship Act and amend the regulations governing electrical installations in coal mines. In British Columbia, "mercantile industry" in the Control of Employment of Children Act now includes businesses as well as establishments operated for the purpose of wholesale or retail trade. Rules for certain apprenticeship trades under the Manitoba Apprenticeship Act have been amended. New Brunswick has made new regulations regarding the examination and licensing of journeymen plumbers. In Quebec there has been a clarification of the new Minimum Wage Order providing for payment of overtime at the rate of time and one-half the regular rate. The Order under the same Act providing for annual holidays with pay has been revised to allow employers in certain cases to pay a compensating indemnity in lieu of a 1946 holiday with pay.

Alberta Apprenticeship Act

The branch of the printing trade engaged in publishing weekly newspapers and in job printing done in addition to the publication of the newspaper was designated as a trade under the above Act by an Order made August 27, 1946, and gazetted September 14.

Alberta Amusements Act

Regulations under this Act governing, among other things, the licensing of projectionists were amended by Order in Council of August 6, gazetted August 15, to provide that persons operating motion picture machines of the narrow gauge type as itinerant exhibitors or giving public exhibitions of narrow gauge films supplied by a commercial exchange must hold a narrow gauge commercial certificate. Provisions regarding provisory permits and the application and renewal fees thereof have been revoked.

Alberta Coal Mines Regulation Act

An Order in Council made August 20 and gazetted August 31 amends the regulations made under the Coal Mines Regulation Act (L.G. 1945, p.1531) in respect to electrical

installations and appliances in coal mines. New subsections require a person in charge of electrical operations in mines which have high tension power plants and utilization plants of 200 kilowatts or more (connected load) to hold a first-class mine electrician's certificate of competency, and in plants of less than 200 kilowatts a second-class certificate, provided in the latter case that the Chief Inspector may require a first-class certificate if high voltage equipment is used. Where the services of a first-class electrician are not available, a second-class electrician may, with the Chief Inspector's written permission, take charge of operations for such time and under such conditions as are laid down in the permit.

Alberta Male Minimum Wage Act

An Order in Council made September 3 and gazetted September 14 rescinds as obsolete Order No. 9 of November 25, 1939 (L.G. 1940, p.20) which required every employer under the Act to pay wages within five days after the expiration of each period of employment which might not be greater than one calendar month. Since the Labour Welfare Act, 1943, requires wages to be paid within 10 days of the expiration of the period of employment, Order 9 was no longer necessary.

British Columbia Control of Employment of Children Act

By a slight amendment in the schedule of industries in which employment of children under 15 is forbidden except on written permission from the Minister, which was approved by Order in Council of August 30, and gazetted September 12, the words "and businesses" are inserted, so that the definition of "mercantile industry" to which the Act applies now reads "which means all establishments and businesses operated for the purpose of wholesale and (or) retail trade".

Manitoba Apprenticeship Act

Rules made under this Act relating to apprenticeship in certain trades (L.G. 1945, p. 768) have been amended. These now permit a certificate of qualification to be granted, on

the recommendation of the trade advisory committee, and on payment of a fee of \$1.00, to any person who before April 16, 1945, has engaged in painting and decorating for 3½ years or more, and in the carpentry and wood-working (factory) trades or in the plastering and lathing trade for 4 years or more.

With regard to the automobile repair mechanics' and internal combustion engine mechanics' trades, the provisions concerning eligibility for apprenticeship were changed to include all persons who: (1) are (a) between 16 and 25 years of age, or (b) over 25 and whose applications are, on the recommendation of the trade advisory committee, approved by the Apprenticeship Board, or (c) over 25 and who have been honourably discharged after service in the Armed Forces; and (2) have completed Grade IX or its equivalent. By the regulations of November, 1945, any person over 16 who had not been engaged in the trade for at least five years was eligible to become an apprentice.

The provision regarding the ratio of apprentices to journeymen in the automobile repair trade was also amended to provide that, on the recommendation of the trade advisory committee, an additional apprentice may be employed when the senior apprentice has passed his third year of apprenticeship.

Amendments relating to painting and decorating were gazetted August 31, those relating to the automobile repair and carpentry and woodworking trades on July 27, and those relating to the plastering and lathing trade on September 21.

New Brunswick Health Act

New regulations respecting the examination and licensing of journeymen plumbers, gazetted August 28 and effective September 1, 1946, replace regulations issued under the Public Health Act, 1918 (L.G. 1924, p. 843). The new regulations provide that no person without a plumber's licence may engage in plumbing, except under the direct and immediate supervision of a licensed plumber, in which case such person must first have his name and address registered with the Plumbers' Examining Board. Applicants are to be examined and licences issued by a four-member Board, to be appointed by the Minister of Health and Social Services, of which the chairman is to be a member of the Department of Health and Social Services, the secretary a member of the Department of Labour, and the other two members licensed plumbers, representing employers and employees, respectively. Members are to serve without salary but are to

receive travelling expenses and a per diem allowance of \$15 when in attendance at Board meetings.

An applicant for a licence must be at least 18, have completed the prescribed application form and must satisfy the Board that he has had five years practical experience in the plumbing trade or hold a valid journeyman plumber's certificate issued by the Provincial Apprenticeship Committee.

As in the earlier regulations, the initial fee for examination for a licence is \$5. Licences expire yearly on December 31, and they may, upon application and in the discretion of the Board, be renewed from year to year, with examination, for which the fee is \$1.50. A qualified plumber holding a valid licence from another Province may be granted a New Brunswick licence, with or without examination, for such period as the Board may determine, on payment of a fee of \$5. Licences may be suspended or cancelled and a penalty of a fine not exceeding \$100, and in default, imprisonment for not more than one month is provided for violation of any provision of these regulations.

Quebec Minimum Wage Act

OVERTIME RATES

Payment for overtime at the rate of time and one-half the regular rate was provided for by Order 2 of July 16, issued under this Act, approved by Order in Council of July 31 and gazetted August 3. The Order applied to hourly-paid employees who are governed by a minimum wage order and not by a collective labour agreement. It prohibited any overtime rate inconsistent with that laid down by the Order. A new Order, approved by Order in Council of August 15, gazetted and effective August 31, changes the clause prohibiting agreed overtime rates varying from that in the Order to stipulate that no lower overtime rate than time and one-half may be paid.

HOLIDAYS

Order 3 providing annual holidays with pay for most workers in Quebec (L.G. 1946, p. 1105) has been revised by an Order in Council of September 6, gazetted and effective September 14. Workers in seasonal industries, watchmen of apartment houses, and janitors and watchmen of office buildings or of any immovable property are no longer among those excluded from the holidays Order.

A change was made in the definition of "duration of continuous service". In the periods of time listed as not interrupting the

duration of continuous service "days on which the establishment remains closed" is substituted for "days of unemployment".

The revised Order also requires an employer to pay a compensating indemnity, equal at least to the holiday pay prescribed, in lieu of a 1946 holiday to workers who, since January 1, 1946, have taken a holiday without pay equivalent in length to that stipulated in the Order and to those who were not entitled to a paid holiday under any scheme established for

1946 and carried out by the employer before July 27, 1946, when the holidays Order went into effect. With these exceptions, payment in lieu of the annual holiday with pay is forbidden. The Order prohibits any agreement providing for a shorter annual holiday with pay or one under less advantageous conditions than those fixed by it, or providing for the payment of less than the holiday pay prescribed for a worker who leaves his employment.

Canadian Vocational Training

CANADIAN Vocational Training is sponsored jointly by the Dominion Department of Labour and the Provincial Governments. Hitherto, the **LABOUR GAZETTE** has published each month both textual and tabular reports of the various types of training and projects directed by the Vocational Training Branch. In subsequent issues the tabular reports will not be a regular monthly feature, but will appear periodically only.

From the inception of C.V.T. up to August 31, 1946, the gross enrolment in all types of projects has been 527,329 which is made up as follows:

Discharged Members of the Forces..	86,101
Industrial Supervisors and Foremen	
Training	125,891
War Industry and Service Tradesmen.	315,337

Training of Discharged Members of Armed Forces

The number of new trainees *enrolled* during the month of August in all branches of training was—(3,902 men, 376 women). The peak enrolment to date was during the month of January when the total was 10,750 (10,028 men, 722 women).

The total number under *training* at the end of August, 1946 was 36,476 (33,684 men, and 2,792 women) with a break-down as listed below:

	Men	Women
Training in C.V.T. Schools..	11,173	1,113
Training in Private Schools..	2,898	1,184
Training in Industry.....	11,117	154
Training in Pre-Matriculation	7,565	335
Training in Correspondence..	932	5

The peak in training to date was reached July 1946, when the total was 38,777 (35,921 men, and 2,856 women). A point to note in the August Report is the fact that the number of men in training has decreased over 2,000 from the previous month's figures. In the case of Women's Training it has not changed appreciably since March when an increase has been noted of approximately 550. It is felt that the training in the C.V.T. schools will continue to decrease during the month of September also. The chief reason being seasonal employment for the veterans.

Training for 11,271 in industry this month shows an approximate increase of 4,000 since

March. This type of training does not require C.V.T. to provide an Instructional Staff nor equipment which has so often been the cause of delay in opening of Training Centres with a resultant backlog. However, an increased Supervisory Staff is carrying out field work in a satisfactory manner.

Since March 1946, training in C.V.T. Schools and Private Schools shows a decrease of approximately 2,000 and 600 respectively. Pre-matriculation Training also shows an approximate 2,000 decrease since this date. It is felt that the Special Summer Pre-matriculation Classes held this year have been most effective in clearing away a backlog in this type of training.

C.V.T. has set up training in various trades as requested by the veterans through D.V.A. There are, however, some types of training more in demand. It might be of interest to note here an outline of Trade Classification (CVT) since this has not been done previously.

Trade Classification for C.V.T. Schools (Effective September 1, 1946)

A. Agricultural Trades

1. Agriculture
2. Farm Mechanics
3. Rural Repair Shop

B. Building Trades

1. Bricklaying
2. Carpentry
3. Electricity (Construction)
4. Electricity (Maintenance)
5. Painting and Decorating
6. Plastering
7. Plumbing
8. Sheet Metal Work
9. Steamfitting

C. Commercial

D. Drafting Trades

1. Drafting (Architectural)
2. Drafting (Mechanical)

E. Electronic Trades and Radio

F. Forestry and Lumbering Trades

- Furniture Trades*
1. Cabinet Making
2. Upholstering
3. Woodworking (General)

H. Handicrafts Trades

Hotel, Restaurant and Bakery Trades

1. Bakers and Chefs
2. Hotel Housekeepers, Waiters, Etc.
3. Hotel Management and Administration

J. Jewellery Trades

1. Jewellery Repair and Jewel Setting
2. Watch Repairing (Horology)

M. Marine Trades**Metal Working Trades**

1. Blacksmithing and Forging
2. Machine Tool Operation (Machine Operators, Machinists)
3. Tool Making
4. Welding

Mining Trades**Miscellaneous Trades**

1. Air Conditioning
2. Piano Tuning
3. Refrigeration
4. Sign Painting
5. Surveying
6. Telegraphy
7. Sanitary Inspector

Motor Vehicle Repair Trades

1. Body and Fender Repair
2. Diesel Engine Operation
3. Motor Mechanics

N. Needle Trades**P. Pre-Matriculation****Personal Service Trades**

1. Barbering
2. Hairdressing
3. Merchandising and Salesmanship
4. Photography
5. Shoe Making and Repairing

Printing Trades**W. Women's Occupational Trades**

1. Dressmaking and Designing
2. Home Making
3. Millinery
4. Nurses (Practical)

Although provision is made for training in approximately 100 trades, the "in training" survey shows that most of the enrolment was being done in the designated trades in Construction; Motor Mechanics; Horology; Restaurant Trades; Graphic Arts; Photography; Radio and Electronics; and Hairdressing and Barbering. While 70 C.V.T. Schools and 40 Provincial and Municipal Schools were engaged in training war veterans, there was a waiting list of 3,500 on August 31. It is noteworthy, however, that this backlog has decreased by approximately 5,500 since March 1946. Motor Mechanics, Barbering and Hairdressing, Horology, Graphic Arts, Hotel Restaurant Trades, Electronics and Photography, make up a total of over 1,400 alone.

During August, a Cooking and Bakery School was opened at Vancouver. The Advisory Committee to this School has accepted the Course of Study from the Edison School, Seattle, Washington. Only a few amendments to this Course have been necessary to make it applicable to the requirements in the C.V.T. School.

Watch Repair classes opened at Nova Scotia Technical School, Halifax and M.T.R.I., Winnipeg. Delay in organizing this training has been caused by inability to secure the special type equipment necessary and, also, competent instructors.

Designated Building Trades Centre was opened at Sherbrooke. This new School will absorb a number of those previously reported as "Awaiting Training". Instruction is being given in Carpentry, Bricklaying and Painting.

North Sydney opened a new Barber School. In addition to the training of discharged members of the Armed Services in vocational skills and pre-matriculation, the Training Branch is responsible for:

1. Apprenticeship Training
2. Training of Workers released from Employment
3. Training of Foremen and Supervisors
4. Youth Training and Student Aid
5. Financial Assistance by the Federal Government, through the Training Branch of the Department of Labour, to the Provincial Vocational Schools.

Comments on the Training in these projects will be submitted in a subsequent issue of the LABOUR GAZETTE following the Conference of the C.V.T. Advisory Committee, which will be held in the Senate Railway Committee Room, at Ottawa, commencing October 21. The C.V.T. Regional Directors will attend the Advisory Council Meeting, and after its adjournment a short Joint Conference of the Regional Directors and Directors of Apprenticeship will be held.

Unemployment Insurance

Coverage Regulations Modified to Conform with Amended Act **Benefit Extended to Seamen—Certain Officers of Corporations Excluded**

UNEMPLOYMENT insurance coverage has been extended to employment in transportation by water as a result of amendments to the Unemployment Insurance Act passed at the last session of Parliament. The extension became effective on October 1, 1946.

Several important amendments were made to the Unemployment Insurance Act, and the Regulations issued under this Act by the Unemployment Insurance Commission have also been amended. Not only has provision been made for extension of coverage, but certain additional employments have been excepted.

Changes have been made in the regulations respecting payment of benefit, notably one which provides that in inland navigation, which has been declared a seasonal occupation, benefit shall be payable only during periods of unemployment occurring in the active season of operations.

The main changes in the Unemployment Insurance Act and Regulations, applicable to coverage and benefit and effective October 1, are dealt with below:—

A. Extension of Coverage

1. *Seamen.*—Until October 1, 1946, employment in transportation by water was excluded from the coverage of the Act. This exclusion has now been removed and all employment in Canadian vessels engaged in inland navigation or deep-sea navigation is insured. Certain vessels other than Canadian vessels are also subject to the Act. The following is a description of the various types of vessels in which employment is now insurable:

- (a) Vessels of Canadian registry or licence, except those which have been chartered by demise to persons resident outside of Canada and which are regularly employed in voyages from a port outside of Canada.
- (b) Vessels registered or licensed in other countries which have been chartered by demise to a person resident in Canada and which are regularly employed in voyages from a port in Canada.
- (c) Any vessel of foreign registry or licence over which jurisdiction has been ceded to Canada in matters relating to unemployment insurance by agreement between Canada and the country in which such vessel is registered or licensed.

In all vessels subject to the Act, persons resident or domiciled in Canada are insured. Non-Canadians employed in such vessels are exempted. That is to say, they are not insured persons and they do not pay any contributions to the Unemployment Insurance fund. However, the employer is required to pay a contribution in respect of each such person at a flat weekly rate of 24 cents. One exception is made to this, namely, in the case of persons resident in the United States. That country has a reciprocal agreement with Canada for the taking and payment of claims for unemployment insurance benefit. Therefore, any United States resident employed in a Canadian vessel will be insured, since he will be able, if unemployed, to file a claim for benefit through a Local Office in the United States.

Since some vessels of Canadian registry are regularly employed in voyages from a port outside of Canada and their crews are wholly or mainly domiciled or resident outside of Canada, provision is made whereby the Commission may by special order in the case of any such vessel declare that the provisions of the Act will not apply.

The effect of the legislation is to insure crews of Canadian vessels operating out of Canadian ports and employing Canadian residents as crews, but to exclude non-Canadian residents except where these are persons whose home country has entered into a reciprocal agreement with Canada for taking and payment of claims.

2. *Election to Continue as an Insured Person.*—Previous to October 1, 1946, the Act provided that any person in respect of whom contributions had been made as an insured person for not less than 260 weeks might elect to continue as an insured person even though his earnings had increased to a point where his rate was in excess of the insurable limit of \$2,400 a year. This provision has now been amended so as to reduce the number of weekly contributions required from 260 to 200. These contributions must have been made within the period of five years immediately prior to the date on which the employment became excepted by reason of the rate of earnings. In order to exercise his right the employee

must make his election within six months after the employment becomes so excepted. In this way it will be possible for a considerable number of employees to benefit from the protection of unemployment insurance who would otherwise be excluded.

B. Employments Excluded from Coverage

1. *Certain Shareholders and Officers of Corporations.*—A further paragraph has been added to the excepted employments listed in Part II of the First Schedule to the Act. This paragraph excludes any person employed by a corporation (limited liability company) who is either (i) the registered owner of more than 50 per cent of the voting stock (whether or not he is an officer of the company), or (ii) a director holding a position as an officer of the company.

provided that

- (a) he is the bona fide registered owner of more than the mere minimum number of shares necessary to qualify him as a director, and that
- (b) he actually performs the managerial duties of an officer of the company. For this purpose "officer" means the president, vice-president, secretary, treasurer, secretary-treasurer, chairman of the executive committee, general manager or managing director.

2. *Weekly Rate Employees Excluded if Earning \$60 or over.*—A new regulation effective October 1, 1946, reads as follows:

"Every person employed in insurable employment, whose rate of remuneration is weekly and whose earnings thereunder amount in value to \$3,120 or more a year, shall, in respect of such employment, be included among the classes of persons employed in excepted employment."

In other words any employee paid at a weekly rate of \$60 or more and whose total earnings amount to \$3,120 or more a year becomes non-insurable. *This applies only to employees on weekly rates.* It does not apply to employees on hourly, daily or piece rates. Such employees remain insurable regardless of the total amount of earnings. For employees on monthly rates the insurable limit of \$2,400 a year remains unchanged.

C. Benefit Provisions

1. *Seasonal Regulations.*—Provision has always existed in the Unemployment Insurance Act to apply certain seasonal restrictions to the payment of benefit where it was found that this was necessary for the protection of the fund. The object was to see that where employees are employed in occupations which

are seasonal and which have a definite shut-down during a portion of the year, benefit should be payable only during periods of unemployment occurring during the active season of operations. In other words, it was the object to avoid insuring against a certainty, which would be the result of paying benefit to persons whose employment was known to terminate at a certain date every year and who had no real desire to work during the off-season.

This provision had not been invoked prior to October 1, 1946. With the extension of coverage to employment in inland navigation, however, the application of seasonal regulations to the payment of benefit became necessary, since there is a regular seasonal shut-down in inland navigation in most parts of Canada for a period of between three and four months. Accordingly the following Regulation, which is Section 12 of the Unemployment Insurance Benefit Regulations, 1946, has been passed:

12. (1) The Commission hereby declares that transportation by water on any of the inland waters of Canada, as defined in the Canada Shipping Act, 1934, is a seasonal industry.

(2) Notwithstanding the provisions of the Unemployment Insurance Act 1940, as amended, an insured person who has been employed in the industry described in subsection one of this section and who is unemployed and fulfils all the other conditions of entitlement to benefit under the Act, shall not be entitled to receive benefit in respect of periods of unemployment occurring during the period commencing January first and ending March thirty-first in any year, (hereinafter referred to as the off-season), unless

(a) of the contributions paid in respect of him under the Act, for the forty-eight days of insurable employment immediately prior to the day on which the benefit commences, not less than twelve were made in respect of employment in an industry which is not seasonal; or

(b) contributions have been paid in respect of him under the Act for not less than four hundred and twenty days during the two years immediately preceding the day on which the benefit year commences; or

(c) contributions have been paid in respect of him under the Act for not less than forty days during the period comprising the two off-seasons immediately prior to the day on which the benefit year commences.

2. *Supplementary Earnings.* — No other changes have been made in the essential

features regarding rates of benefit, eligibility or reasons for disqualifications. However, by an amendment effective October 1, 1946, an unemployed person who is in receipt of benefit

is permitted to earn up to \$1.50 a day in supplementary earnings without becoming disqualified. Previously, the limit permitted was \$1.00 a day.

Statistical Report on Operation of Unemployment Insurance, August, 1946

IT is reported by the Dominion Bureau of Statistics that during August, 25,115 claims for Unemployment Insurance benefit were filed in local offices of the Unemployment Insurance Commission across Canada. This is a further decline in the monthly claims registered compared with preceding months and reflects a continued decrease in the number of cases of recorded unemployment occurring within a period. Total claims filed numbered 27,576 in July and 20,557 during August of last year.

There were 73,138 beneficiaries during August who were paid a total of \$2,861,278 for 1,448,399 compensated unemployed days. During July, 83,838 beneficiaries were paid \$3,304,896 for 1,670,652 compensated days, while during August last year 19,521 beneficiaries were paid \$685,571 for 358,360 compensated days.

The average duration of the unemployment compensated was, then, 19.8 days in August, 19.9 days in July and 18.4 days in August, 1945. The average amount of benefit paid per beneficiary was \$39.12 in August, \$39.42 in July and \$35.12 in August last year. The average amount of benefit paid per compensated day of unemployment was \$1.98 in August, \$1.98 in July and \$1.91 in August, 1945.

Table 1 shows the number of employers and insured persons registered with the Unemployment Insurance Commission across Canada at August 31, 1946. Tables 2, 3, 4 and 5 give data concerning the number of claims for unemployment insurance benefit and their disposal, including the number of persons receiving benefit, the number of days benefit was paid and the amount of benefit paid, by provinces, during August. Table 8 summarizes the growth of the unemployment insurance fund from 1941 to the end of August, 1946. Tables 6 and

7, designed to show active claimants for benefit by occupations and by age groups will not appear in this issue.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at August 31, 1946, 2,679,951 employees were issued with Insurance Books and had made contributions to the Fund at one time or another since April 1, 1946—an increase of 119,743 since July 31, 1946.

As at August 31, 1946, 171,116 employers were registered as having insurable employees, an increase of 2,991 since July 31, 1946.

Unemployment Insurance Fund

Employer-employee contributions for August amounting to \$6,158,315.63 were the highest for any August to date, and were 15 per cent higher than the corresponding figure for August last year. This increase is particularly significant in view of the fact that during the month many contribution days were lost due to strikes.

Benefit payments for August amounting to \$2,858,005.66 showed a decrease for the third consecutive month, although still higher than the figure of \$684,878.97 for the corresponding month last year.

The fact that contributions this year are at a higher level than last year in spite of greater benefit payments, would seem to indicate that the total labour force of the Dominion has increased during the past year, this increase being due no doubt to the return of veterans to civilian life.

The increase to the Fund during August was \$5,119,778.15.

TABLE 1.—REGISTRATIONS AS AT AUGUST 31, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	13,121	199,736
Quebec.....	45,409	764,661
Ontario.....	62,914	1,026,856
Prairie.....	31,546	418,201
Pacific.....	18,126	270,497
Total for Canada.....	171,116	2,679,951

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO AUGUST, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,412	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	35,781
May.....	2,799	2,027	4,654	8,825	34,777
June.....	4,629	1,772	3,226	10,857	30,646
July.....	2,668	1,087	3,106	10,886	27,576
August.....	1,855	1,370	3,241	20,557	25,115
September.....	1,118	1,013	3,715	40,473	
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	335,631

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, AUGUST, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	75	51	24	70	29	64
Nova Scotia.....	1,872	1,214	658	1,298	430	994
New Brunswick.....	598	446	152	494	176	282
Quebec.....	7,997	5,315	2,682	5,064	3,258	1,419
Ontario.....	9,546	6,278	3,268	7,677	1,982	1,992
Manitoba.....	1,062	717	345	951	306	137
Saskatchewan.....	418	299	119	346	99	62
Alberta.....	740	496	244	649	151	490
British Columbia.....	2,807	1,844	963	2,304	554	858
Total, Canada, August, 1946.....	25,115	16,660	8,455	18,883	6,995	6,298
Total, Canada, July, 1946.....	27,576	18,785	8,791	22,008	9,221	7,739
Total, Canada, August, 1945.....	20,557	17,592	2,965	10,616	2,045	6,176

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of August 1945	Month of August 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	773	2,314	18,148
Not capable of and not available for work.....	57	243	1,113
Loss of work due to a labour dispute.....	88	755	5,261
Refused offer of work and neglected opportunity to work.....	53	275	1,281
Discharged for misconduct.....	206	295	1,905
Voluntarily left employment without just cause.....	798	2,540	12,324
Other reasons(1).....	70	573	2,901
Total.....	2,045	6,995	42,933

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, AUGUST, 1946

Province	Number Receiving Benefit During Month	Number Commen- cing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	373	99	6,615	11,784
Nova Scotia.....	4,498	1,244	91,202	186,219
New Brunswick.....	2,328	546	41,742	85,289
Quebec.....	26,653	5,530	505,811	948,792
Ontario.....	20,804	5,978	458,973	917,062
Manitoba.....	3,934	780	74,340	143,569
Saskatchewan.....	1,396	367	26,531	50,166
Alberta.....	2,052	580	37,646	76,388
British Columbia.....	11,100	2,501	205,539	442,009
Total, Canada, August, 1946.....	73,138	17,625	1,448,399	2,861,278
Total, Canada, July, 1946.....	83,838	19,534	1,670,652	3,304,896
Total, Canada, August, 1945.....	19,521	7,230	358,360	685,571

TABLE 8.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1946

Year Ended Dec. 31	REVENUE						EXPENDITURE			
	CONTRIBUTIONS (Gross less Refunds)						Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government				
1941.....	\$ 14,958,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ - 44 17	\$ 23,586,804 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	\$ Nil	\$ 28,410,056 33
1942.....	29,869,803 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
1943.....	30,872,715 97	13,368,409 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944.....	32,902,037 68	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91	5,632,644 52	82,773,893 97	3,265,707 67	250,020,319 60
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,365 63	80,478,728 48	14,561,475 71	315,937,572 37
1946—										
January.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	6,931,379 28	4,492,081 25	318,376,870 40
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	563,753 89	6,334,371 17	5,900,722 63	318,810,518 94
March.....	3,785,715 55	907,190 08	1,629,162 25	51 73	6,322,199 61	1,264,423 91	769,891 16	8,356,434 68	9,026,293 28	317,240,660 34
April.....	2,859,530 14	834,575 97	1,135,965 48	34 68	4,830,106 27	966,021 25	569,229 47	6,355,556 99	4,286,614 02	319,309,403 31
May.. ..	3,220,303 57	963,538 39	1,383,548 34	113 48	5,577,503 78	1,115,500 76	565,569 95	7,258,574 49	5,218,914 32	321,349,063 48
June.....	3,067,949 28	897,986 62	1,405,736 89	572 18	5,462,244 97	1,092,448 99	568,542 55	7,123,236 51	4,468,245 05	324,004,034 94
July.....	3,367,766 33	899,786 10	1,586,813 15	936 53	5,855,302 11	1,171,060 42	573,915 52	7,600,278 05	3,299,938 15	328,304,394 84
August.....	3,630,511 06	880,119 27	1,647,248 78	436 52	6,158,315 63	1,231,663 13	587,805 05	7,977,783 81	2,858,005 66	333,424,172 99
GRAND TOTAL.....	168,313,589 97	61,278,528 37	80,172,552 19	11,599 27	309,776,269 80	61,955,253 96	21,249,522 24	392,981,046 00	59,556,873 01	333,424,172 99

The Column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.26%.

(b) Profit on sale of securities taken into account at the end of each year only.

The "Miscellaneous" column includes { Penalties..... \$8,278 46
The "Bulk" column includes Contributions for Armed Service \$3,447,721.14
Miscellaneous..... 3,320 81

11,599 27

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B 62

(Jan. 21, 1946)

The claimant, who had separated from his employment, made an application for benefit. Labour Day and Thanksgiving Day were among the days on which he was unemployed, but the Insurance Officers ruled that they were "holidays" within the meaning of Section 33(c) of the Unemployment Insurance Act, 1940, and were therefore non-compensable days. The Court of Referees sustained the Insurance Officers ruling—HELD: These two days are compensable, as Section 33(c) of the Act applies only to claimants who are still employed and not to claimants who have actually separated from their employment.

The material facts of the case are as follows:

The claimant, a married man, aged 55 years, was employed by a government department from May 3, 1940 until June 30, 1945, when he was laid off due to lack of work. He applied for benefit on July 4, 1945 and the application was allowed. He signed the Unemployment Register thereafter but the Insurance Officer decided that benefit be not paid for Labour Day (September 3, 1945) and Thanksgiving Day (October 8, 1945), on the ground that they were non-compensable days by reason of paragraph (c) of Section 33 of the Act.

From this decision the claimant appealed to the Court of Referees, which unanimously sustained the decision of the Insurance Officer, but the Chairman granted the claimant leave

to appeal to the Umpire in order to obtain a final interpretation of the Act in view of the importance of the question involved.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons:

The Court referred, in its decision, to Order in Council P.C. 4671 dated January 2, 1943, which determines the wartime statutory holidays for the Civil Service and wartime holidays to be observed by employers and employees generally.

The question before me therefore is whether in view of the provisions of Section 33(c) of the Act, the claimant shall not be deemed to be unemployed on Labour Day and Thanksgiving Day.

Paragraph (c) of Section 33 of the Act reads as follows:

An insured person shall not be deemed to be unemployed—

- (c) on any day which is recognized as a holiday for his grade or class or shift in the occupation or at the factory, workshop or other premises at which he is employed unless otherwise prescribed;

It is my opinion that the words "at which he is employed" in Section 33(c) clearly indicate that reference is made to holidays at a factory where a claimant is actually employed. Their effect is to prevent claimants who are still employed at a factory from obtaining benefit on days which are holidays at that factory.

If this paragraph were to be interpreted otherwise it would have the effect of depriving a claimant forever of benefit on any day which was recognized as a holiday at a factory where he had worked, although he has completely separated from that factory.

A close study of the text of the whole of Section 33 shows quite clearly that whereas paragraphs (a) and (b) deal with periods where the claimant's employment has *terminated*, paragraphs (c) and (d) deal with periods during which the claimant is employed. The words used in paragraph (c) are clear and unambiguous and I do not see how they can possibly be extended to cover also the case of a claimant who has actually separated from his employment.

It may be contended from the very last words of paragraph (c): "unless otherwise prescribed", that the Commission has the right to prescribe that certain holidays are applicable to all claimants, whether or not they have

completely separated from their last employment. I do not think that this argument can succeed. The only effect that these words could have, in my opinion, would be to authorize the Commission to make Regulations allowing claimants, who have not completely separated from their employment, to claim benefit on days which are recognized as holidays by their employers. In other words, the right to benefit of claimants for a holiday can be enlarged but not restricted.

It is my opinion that paragraph (c) of Section 33 of the Act must be interpreted as applying only to claimants who are actually employed but who are laid off for a day or more and who claim benefit for a holiday. In the present case the claimant was completely separated from his employment and is not affected by any holiday or holidays which occurred at the factory where he was last employed.

The Order in Council referred to by the Court of Referees also does not have any application in this case, as it refers to employers and employees and the same comments made concerning Section 33 (c) of the Act are applicable to the Order in Council.

CU.-B 63

(Jan. 21, 1946)

The claimant, a single woman, was employed as a nurse by a textile company for a period of ten years. The company refused her an increase in salary and she left her employment in order to better her position. The Insurance Officer disqualified her for six weeks under Section 43(c) of the Unemployment Insurance Act, 1940, on the ground that she left her employment voluntarily without just cause. The Court of Referees reversed the decision of the Insurance Officer—HELD: The claimant should be disqualified for six weeks, as refusal of an increase, alone, does not constitute just cause for leaving her employment voluntarily; she should have obtained the assurance of another position before terminating her present employment.

The material facts of the case are as follows:

The claimant, a single woman, was employed as a nurse by a textile company at a rate of remuneration of \$22.00 per week from January 7, 1935 until July 14, 1945, when she left her employment voluntarily in order to better her position.

It appears from the record that after she left her employment her former employer placed an order with the local office of the Commission for a nurse, at a rate of remuneration of \$25.00 per week, although she had been refused any raise in salary.

The Insurance Officer disallowed the claim and disqualified the claimant for six weeks under the provisions of Section 43(c) of the Act on the grounds that she left her employment voluntarily without just cause, being of the opinion that she should have obtained the assurance of some other employment before leaving.

The claimant appealed to the Court of Referees which unanimously reversed the decision of the Insurance Officer as, in its opinion, she was not receiving a salary compatible with her qualifications.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

It would appear that the decision of the Court of Referees was influenced by the fact that the employer had refused an increase in salary to the claimant and then immediately after she left offered a higher salary for another nurse.

The Act provides that a claimant shall be disqualified if he voluntarily leaves his employment without just cause. The question to decide is, therefore, whether the claimant had just cause for leaving her employment voluntarily.

She had been employed for ten years in the same employment at a rate of remuneration which was the prevailing rate in the district and in my opinion, refusal of an increase, alone, does not constitute just cause for leaving. The claimant's desire to better her position was understandable but, in the absence of any reason which would compel her to leave her employment, she should have obtained assurance of another position before terminating her present employment.

There appears to be nothing which would have prevented the claimant from making inquiries from various nurses' associations and registries in order to obtain suitable employment as a nurse. She possessed the requisite qualifications and if, for example, she had obtained the assurance of another situation and left her employment and if that situation had not materialized, it would be probable, in that case, that the claimant would have qualified for the receipt of benefit. But in the present instance the claimant chose to leave her employment without taking these most elementary precautions against the event of her unemployment. I therefore find that the claimant voluntarily left her employment without just cause and that she should be disqualified for a period of six weeks from the date on which my decision is communicated to her.

Employment, Hours and Earnings

Summary

R EPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

Employment and payrolls at the beginning of August, 1946.—Industrial employment generally in the Dominion showed an important recession at the beginning of August, which was caused in the main, by the existence of wide-spread industrial disputes, according to the monthly report on the employment situation and payrolls, issued by the Dominion Bureau of Statistics.

The 16,000 establishments that participated in the survey reported the release of 10,243 workers, reducing their staffs by 0.6 per cent to 1,765,105 at the beginning of August. The curtailment occurred largely in manufacturing, but there was also a falling off in mining and logging, and trade showed seasonal declines. There was, however, considerable improvement reported in transportation, communications, services, and construction and maintenance.

Based on the 1926 average as 100, the index of employment at August 1 was 172.6 as compared with 173.6 at July 1, 1946, 175.0 at August 1, 1945, and 184.3 at August 1, 1944.

Weekly salaries and wages distributed in the eight leading industries at August 1, aggregated \$57,620,485, giving a weekly average of \$32.64 per employee. At July 1, the sum of \$57,257,646 had been disbursed by these employers, a per capita figure of \$32.25. The average at August 1, 1945, was \$32.09.

Employment conditions as reported by Employment Offices, September, 1946.—Employment prospects brightened considerably during September, despite prolonged strike activity and subsequent shortage of materials. The increase in employment opportunities was confined largely to men, reflecting the heavy labour needs of the logging industry. Labour demand, exclusive of agriculture, totalled 135,603 at September 19, representing an increase of 23,138 during the past four weeks.

Absorption of unplaced applicants into industry slackened during September. The Ontario and Maritime Regions which have been

seriously affected by the steel strike reported an increase in persons seeking employment. Lay-offs, necessitated by the throttling of vital supplies, resulted in a substantial influx of applicants. Unplaced applicants in non-agricultural occupations totalled 141,975 at September 19 as compared with 145,541 four weeks earlier.

Unemployment insurance statistics, August, 1946.—During August 25,115 claims for unemployment insurance benefit were filed in local offices across Canada, as compared with 27,576 in July. In August, 1945, there were 20,557 claims filed. There were 73,138 beneficiaries during August, 1946, who were paid a total of \$2,861,278 for 1,448,399 compensated days. During July, 83,838 beneficiaries were paid, \$3,304,896 for 1,670,652 days; while during August, 1945, 19,521 beneficiaries were paid \$685,571 for 358,360 compensated days.

Average weekly hours and earnings, August 1, 1946.—The average hours worked per week by hourly-rated wage earners, employed in manufacturing was 43 in the week of August 1, as compared with 42.4 in the week of July 1 and 42 in the week of June 1, 1946. There was no general change in the average hourly earnings in manufacturing. Standing at 70 cents for both the week of August 1 and the week of July 1, 1946, it exceeded by half a cent the average at August 1, 1945.

Applications for employment, vacancies and placements, August, 1946.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the four weeks August 2, to August 29, 1946, showed declines in the average number of placements made daily both when compared with the previous five weeks and with the four-week period August 3 to August 30, 1945. Under the first comparison agriculture and trade showed gains but all other industrial groups recorded losses the most noteworthy being in services and construction. In comparison with the four weeks ending August 30, last year, all industrial divisions registered declines the most pro-

nounced being a substantial loss in manufacturing, and moderate decreases in public utilities operation, construction, forestry and logging, trade and services. During the period under review there were 162,487 vacancies reported, 145,482 applications for employment and 70,193 placements effected in regular and casual employment.

Unemployment in trade unions, June 30, 1946—Trade union unemployment for the

quarter ending June 30, 1946, recorded a decrease of approximately 1.4 per cent over the first quarter of the year. The percentage of unemployed union members, within a unit of 414,150 members of 2,238 locals, was 0.5 in the period under review.

The improvement resulted from better conditions for employment in manufacturing, transportation, building and construction, services, and wholesale and retail trade.

Employment and Payrolls at the Beginning of August, 1946

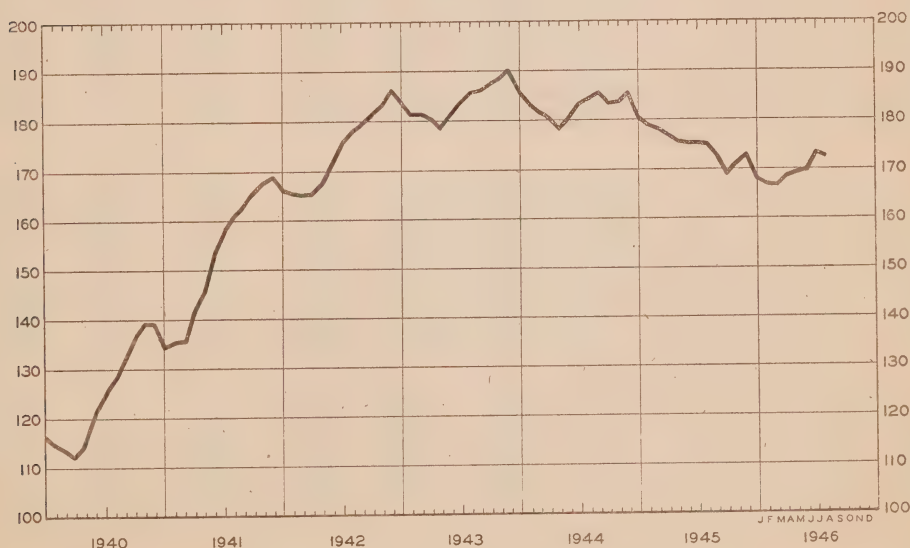
INDUSTRIAL employment generally in the Dominion showed an important recession at the beginning of August which was caused, in the main, by the existence of wide-spread industrial disputes. A general contraction had also been indicated at August 1 of 1945, due to the curtailment in war work. In the experience of the years since 1920, the movement at mid-summer has usually, though not invariably, been upward; had it not been for the losses in employment directly resulting from the strikes, the trend at the date under review would have been decidedly favourable. The 16,000 establishments participating in the Dominion Bureau of Statistics' latest survey of employment and payrolls reported the release of 10,243 workers, reducing their staffs by 0.6 per cent to 1,765,105 at the beginning of August. The curtailment

in operations took place very largely in manufacturing; also chiefly as a result of strikes, there was a falling-off in mining, while employment in logging and trade showed seasonal declines. On the other hand, considerable improvement was reported in transportation, communications, services and construction and maintenance. The most noteworthy expansion was in the last-named, in which over 8,300 persons were added to the staffs of the co-operating employers. This advance, though important, represented a percentage gain which was not equal to that indicated as normal in the experience of the last 25 years.

Within the manufacturing division, there were considerable increases in the food and lumber groups, but strikes in the iron and steel, non-ferrous metal, electrical apparatus, rubber and

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



other industries resulted in substantial losses in employment.

Based on the 1926 average as 100, the index of employment at August 1 was 172.6, as compared with 173.6 at July 1, 1946, 175.0 at August 1, 1945, and 184.3 at August 1, 1944; in 1943, the August 1 figure was 185.9, the all-time maximum for that date in the years since 1920. In 1939, the index at the first of August had stood at 117.5. Since a general recession at midsummer is contra-seasonal, the index after adjustment for seasonal variation, also showed a decline, falling from 170.3 at July 1, to 167.9 at the date under review.

Payrolls

The amounts expended in salaries and wages by the establishments furnishing statistics in the eight leading industries at August 1 aggregated \$57,620,485, giving an average of \$32.64 per employee. At July 1, the sum of \$57,257,646 had been disbursed by these employers, a per capita figure of \$32.25. The average at August 1, 1945, had been \$32.09, while the earnings at August 1 in 1944, 1943 and 1942 had averaged \$31.63, \$31.06 and \$28.62, respectively. In the last 12 months, there has been a reduction of 0.1 per cent in the general index of payrolls,

TABLE I.—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.50	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.3	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.53
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.45
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.43
Mar. 1.....	109.4	137.3	32.44	108.7	135.3	32.43
Apr. 1.....	110.6	139.1	32.48	110.1	138.7	32.82
May 1.....	110.9	137.6	32.05	110.8	137.1	32.24
June 1.....	111.3	136.6	31.68	109.9	134.3	31.83
July 1.....	113.7	141.9	32.25	111.4	138.5	32.37
Aug. 1.....	113.0	142.9	32.64	109.5	137.3	32.64

TABLE II.—EMPLOYMENT AND EARNINGS

Number of persons Employed at August 1, 1946 by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at August 1 and July 1, 1946, with Comparative Figures for Aug. 1, 1945, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision.)

Geographical and Industrial Units	Number of Employees Reported at Aug. 1, 1946	Aggregate Weekly Payrolls at Aug. 1, 1946	Per Capita Weekly Earnings at			Index Numbers of								
						Employment			Aggregate Weekly Payrolls					
			Aug. 1, 1946	July 1, 1946	Aug. 1, 1945	Aug. 1, 1946	July 1, 1946	Aug. 1, 1945	Aug. 1, 1946	July 1, 1946	Aug. 1, 1945			
(a) PROVINCES		\$	\$	\$	\$									
Maritime Provinces.....	129,860	3,920,178	30-19	30-39	30-66	110-5	115-5	115-7	152-2	160-2	162-6			
Prince Edward Island.....	2,935	81,064	27-62	27-63	25-57	133-0	127-0	119-4	167-7	160-2	144-3			
Nova Scotia.....	74,479	2,250,071	30-21	30-76	31-51	105-2	109-6	114-9	140-5	149-1	160-8			
New Brunswick.....	52,446	1,589,943	30-30	30-00	29-58	118-2	124-7	117-3	171-7	179-4	166-2			
Quebec.....	528,696	16,724,792	31-63	30-91	31-02	112-5	111-5	115-4	148-2	143-7	149-9			
Ontario.....	725,753	23,945,382	32-99	32-71	32-55	108-4	111-3	110-3	131-7	134-1	132-5			
Prairie Provinces.....	221,399	7,327,645	33-10	32-84	31-99	125-6	123-3	115-0	156-9	153-0	140-0			
Manitoba.....	99,270	3,278,042	33-02	32-83	31-88	120-8	119-0	113-3	150-2	147-1	136-1			
Saskatchewan.....	43,975	1,422,854	32-36	31-73	30-48	122-8	120-3	113-3	153-1	147-0	137-0			
Alberta.....	78,145	2,626,749	33-61	33-49	33-03	133-8	131-1	118-1	168-7	164-7	147-3			
British Columbia.....	159,406	5,702,488	35-77	35-46	34-79	125-8	120-2	133-5	158-5	150-1	164-2			
CANADA.....	1,765,105	57,620,485	32-64	32-25	32-09	113-0	113-7	114-6	142-9	141-9	143-0			
(b) CITIES														
Montreal.....	263,037	8,414,126	31-99	31-22	32-09	119-2	120-4	121-8	148-7	146-6	153-4			
Quebec City.....	25,147	710,974	28-27	27-05	29-73	104-6	102-3	135-3	140-7	131-7	191-9			
Toronto.....	232,108	7,651,271	32-96	32-93	32-71	113-8	115-4	117-8	139-5	141-3	143-5			
Ottawa.....	23,330	660,785	28-32	28-63	28-26	116-7	114-9	105-4	143-0	142-4	128-5			
Hamilton.....	48,065	1,576,437	32-80	32-35	33-33	89-9	108-6	107-2	107-5	128-1	129-7			
Windsor.....	32,702	1,214,111	37-13	37-16	38-70	103-1	104-9	116-5	101-5	103-3	119-3			
Winnipeg.....	64,279	1,961,309	30-51	30-52	29-07	124-1	122-7	114-6	148-9	147-1	131-4			
Vancouver.....	70,461	2,326,260	33-01	33-16	34-19	136-4	135-2	163-0	170-4	169-6	210-7			
Halifax.....	21,944	647,506	29-51	29-66	29-75	125-0	126-6	141-6	161-4	164-3	185-8			
Saint John.....	12,513	363,900	29-08	29-31	29-70	118-9	118-7	117-6	160-0	160-9	164-0			
Sherbrooke.....	9,766	268,694	27-51	24-46	26-10	108-2	108-0	104-6	143-1	127-0	130-2			
Three Rivers.....	9,972	321,473	32-24	30-67	29-36	124-7	118-9	128-0	157-6	142-4	147-4			
Kitchener-Waterloo.....	14,754	453,109	30-71	30-50	29-83	98-6	123-3	114-3	133-0	165-2	149-8			
London.....	23,287	720,381	30-93	30-63	30-42	130-5	130-4	120-7	159-7	157-9	145-3			
Ft. William-Pt. Arthur.....	10,523	375,363	35-67	35-07	37-00	74-5	72-7	104-0	99-3	95-3	143-8			
Regina.....	10,189	303,255	29-76	29-29	27-64	112-2	113-4	108-5	145-6	144-8	130-6			
Saskatoon.....	7,704	223,805	29-05	28-22	26-24	154-5	149-5	131-8	203-7	191-4	157-0			
Calgary.....	19,795	635,214	32-09	31-99	31-39	124-8	123-0	113-9	153-1	150-4	137-8			
Edmonton.....	19,631	601,046	30-62	30-52	29-33	142-6	140-4	127-3	179-0	175-7	154-1			
Victoria.....	12,810	406,053	31-70	32-45	32-10	150-2	147-5	181-0	189-8	190-9	232-7			
(c) INDUSTRIES														
Manufacturing.....	966,261	31,540,506	32-64	32-37	32-73	109-5	111-4	121-5	137-3	138-5	152-9			
Durable Goods ¹	441,786	15,277,322	34-58	34-39	35-67	103-9	107-3	129-2	127-7	131-2	164-5			
Non-Durable Goods.....	500,199	15,341,819	30-67	30-23	29-32	114-2	114-9	114-5	147-7	146-5	141-4			
Electric Light and Power.....	24,276	921,365	37-95	38-75	36-80	126-8	122-8	107-3	148-3	146-6	122-2			
Logging.....	56,651	1,830,603	32-31	29-51	27-07	118-4	124-4	115-7	192-3	184-7	157-5			
Mining.....	73,791	2,889,045	39-15	39-41	38-93	88-3	90-0	81-8	109-5	112-3	101-0			
Communications.....	40,562	1,313,498	32-38	32-40	31-16	155-5	150-6	125-3	184-9	179-2	144-2			
Transportation.....	165,358	6,540,065	39-55	39-04	38-38	130-7	129-9	129-4	157-9	154-9	154-6			
Construction and Maintenance.....	189,715	6,060,155	31-94	31-22	29-91	106-6	101-9	85-8	148-4	138-7	112-6			
Services.....	60,049	1,253,407	20-87	20-95	19-74	138-1	135-5	123-6	179-3	176-6	152-5			
Trade.....	212,718	6,193,206	29-11	28-72	27-35	121-2	121-9	109-3	150-1	148-9	127-2			
Eight Leading Industries.....	1,765,105	57,620,485	32-64	32-25	32-09	113-0	113-7	114-6	142-9	141-9	143-0			
Finance.....	75,067	2,600,895	34-65	34-66	33-54	124-5	124-2	112-0	149-7	149-3	130-3			
Total—Nine Leading Industries.....	1,840,172	60,221,380	32-73	32-35	32-14	113-5	114-1	114-5	143-2	142-2	142-4			

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

and of 1.4 per cent in the index of employment, but the average weekly earnings of the persons in recorded employment have risen by 1.7 per cent.

If the statistics for financial institutions are added to those given above for the eight leading industries, the latest survey indicated a total of 1,840,172 persons in recorded employment, as compared with 1,850,180 at the beginning of July. The aggregate weekly payrolls in the nine leading industries, (namely, manufacturing, logging, mining, communications, transportation, construction and maintenance, services, trade and finance), amounted to \$60,-221,380, as compared with \$59,851,649 in the preceding period of observation. The average earnings rose from \$32.35 at July 1 to \$32.73 at the date under review, as compared with \$32.14 at August 1, 1945, and \$31.66 at August 1, 1944.

Table 11 summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at July 1, 1946, and August 1, 1945. Table 1 contains a monthly record for

the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1942. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926 = 100, to June 1, 1941, as 100.

Table 1 indicates that since June 1, 1941, when the current record of payrolls first became available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 13 per cent, while the aggregate weekly payrolls of those workers are higher by 42.9 per cent. Including finance, the gain in employment from June 1, 1941, to August 1, 1946, amounted to 13.5 per cent, and that in payrolls, to 43.2 per cent. The explanation given in earlier reports for the much greater rise in the salaries and wages than in the numbers employed may again be stated: (1) the concentration of workers still existing in the heavy manufacturing industries, in spite of the declines which

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1930.....	118.8	140.9	.....	.....	.....	114.7	115.7	126.2	.....	.....	.....	115.8
Aug. 1, 1931.....	105.2	106.8	.....	.....	.....	102.4	100.7	129.1	.....	.....	.....	98.0
Aug. 1, 1932.....	86.3	90.1	.....	.....	.....	84.4	86.9	90.1	.....	.....	.....	81.4
Aug. 1, 1933.....	87.1	93.0	.....	.....	.....	84.8	86.8	90.5	.....	.....	.....	87.3
Aug. 1, 1934.....	99.9	101.3	.....	.....	.....	94.9	106.0	93.0	.....	.....	.....	97.6
Aug. 1, 1935.....	101.1	106.7	.....	.....	.....	97.2	102.4	98.7	.....	.....	.....	106.8
Aug. 1, 1936.....	105.6	113.9	.....	.....	.....	101.3	107.1	103.9	.....	.....	.....	107.9
Aug. 1, 1937.....	120.0	134.3	82.5	131.5	140.8	120.8	122.2	105.6	99.0	118.8	107.1	116.9
Aug. 1, 1938.....	112.1	112.6	99.2	118.3	106.6	117.8	111.2	104.9	97.3	116.1	109.2	107.1
Aug. 1, 1939.....	117.5	115.6	111.0	124.2	105.4	126.4	114.2	109.4	99.4	123.5	115.6	117.0
Aug. 1, 1940.....	127.9	124.5	110.6	135.5	111.9	130.6	132.8	114.9	106.9	119.7	123.9	119.0
Aug. 1, 1941.....	160.6	164.2	134.6	184.5	140.7	167.6	166.3	135.6	130.9	134.2	143.8	146.6
Aug. 1, 1942.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Aug. 1, 1943.....	185.9	194.6	120.9	224.9	160.7	200.9	184.9	145.1	140.4	138.8	156.4	195.8
Aug. 1, 1944.....	184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Aug. 1, 1945.....	175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Mar. 1.....	167.0	164.4	125.1	172.1	157.0	171.8	173.6	145.3	139.7	135.7	160.0	156.4
Apr. 1.....	168.9	168.8	127.5	173.0	168.0	172.5	175.5	146.8	141.5	136.3	161.6	160.7
May 1.....	169.3	167.8	133.7	176.1	159.2	170.3	176.7	149.1	142.4	143.3	163.0	163.9
June 1.....	169.9	172.9	132.2	180.4	165.7	174.8	178.4	153.3	144.3	149.4	169.6	139.3
July 1.....	173.6	176.0	136.0	184.1	168.2	175.4	179.6	158.2	148.4	153.3	176.3	162.2
Aug. 1.....	172.6	168.4	142.4	176.7	159.4	176.9	174.8	161.1	150.6	156.5	179.9	169.7
Relative Weight of Employment by Provinces and Economic Areas as at Aug. 1, 1946	100.0	7.4	0.2	4.2	3.0	30.0	41.1	12.5	5.6	2.5	4.4	9.0

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)
(The latest figures are subject to revision)

Industries	¹ Relative Weight	Aug. 1 1946	July 1 1946	Aug. 1 1945	Aug. 1 1939
Manufacturing	54.7	184.0	187.2	204.1	112.8
Animal products—edible.....	2.9	250.5	240.9	224.0	162.0
Fur and products.....	0.2	159.7	154.2	140.4	106.8
Leather and products.....	1.8	134.8	154.7	139.8	114.0
Boots and shoes.....	1.1	143.4	142.6	129.2	116.7
Lumber and products.....	4.3	138.1	131.2	130.4	93.8
Rough and dressed lumber.....	2.4	118.0	109.8	110.5	89.6
Furniture.....	0.8	152.8	149.2	130.4	81.5
Other lumber products.....	1.1	199.9	194.0	206.0	117.4
Musical instruments.....	0.1	38.0	37.9	29.3	57.2
Plant products—edible.....	3.4	180.5	166.2	176.0	126.6
Pulp and paper products.....	5.9	165.0	163.5	146.3	110.5
Pulp and paper.....	2.6	152.0	149.7	134.8	100.7
Paper products.....	1.1	240.6	242.0	218.0	129.8
Printing and publishing.....	2.2	156.7	155.4	137.6	116.5
Rubber products.....	0.8	109.9	162.4	181.3	107.6
Textile products.....	7.7	156.5	158.2	154.4	115.8
Thread, yarn and cloth.....	2.7	154.5	152.8	157.3	125.7
Cotton yarn and cloth.....	0.9	85.7	82.0	107.8	98.0
Woolen yarn and cloth.....	0.8	186.4	187.3	168.3	132.8
Artificial silk and silk goods.....	0.8	706.4	711.0	611.0	400.5
Hosiery and knit goods.....	1.3	153.2	154.3	144.3	121.2
Garments and personal furnishings.....	2.8	156.4	161.1	153.5	106.3
Other textile products.....	0.9	168.5	172.6	164.1	106.2
Tobacco.....	0.5	114.1	117.9	113.3	98.0
Beverages.....	0.9	299.4	299.9	266.4	181.5
Chemicals and allied products.....	2.3	317.3	324.4	430.9	160.5
Clay, glass and stone products.....	1.1	174.3	172.9	144.7	99.9
Electric light and power.....	1.4	190.1	184.1	160.8	138.6
Electrical apparatus.....	2.2	259.5	295.7	285.6	130.8
Iron and steel products.....	15.1	197.0	205.6	273.3	92.1
Crude, rolled and forged products.....	1.5	190.9	255.9	241.3	124.4
Machinery (other than vehicles).....	1.4	236.0	233.7	215.0	111.6
Agricultural implements.....	0.8	165.3	165.3	145.4	51.5
Land vehicles and Aircraft.....	5.8	165.8	167.3	235.6	80.3
Automobiles and parts.....	2.0	241.6	241.1	272.5	94.7
Steel shipbuilding and repairing.....	1.4	490.8	509.7	1,212.4	64.7
Heating appliances.....	0.4	184.2	194.1	178.8	131.2
Iron and steel fabrication (n.e.s.).....	0.6	178.9	182.1	257.5	110.7
Foundry and machine shop products.....	0.5	209.0	211.0	226.9	104.9
Other iron and steel products.....	2.7	218.1	222.7	289.9	103.0
Non-ferrous metal products.....	2.3	284.4	293.2	338.0	155.7
Non-metallic mineral products.....	0.9	213.1	226.6	224.7	162.3
Miscellaneous.....	0.9	287.9	293.4	324.0	146.7
Logging	3.2	187.4	197.0	183.2	73.5
Mining	4.2	156.4	159.5	144.9	165.6
Coal.....	1.5	92.6	93.9	90.2	83.5
Metallic ores.....	1.9	265.3	278.3	244.9	352.9
Non-metallic minerals (except coal).....	0.8	209.4	201.0	178.5	152.1
Communications	2.3	151.1	146.4	121.8	87.5
Telegraphs.....	0.5	138.3	139.5	133.4	101.1
Telephones.....	1.8	153.8	147.6	118.3	83.7
Transportation	9.4	129.1	128.3	127.8	87.5
Street railways and cartage.....	3.1	213.3	209.9	195.2	127.8
Steam railways.....	5.0	109.5	107.2	110.0	74.9
Shipping and stevedoring.....	1.3	100.9	108.0	115.4	91.5
Construction and Maintenance	10.7	148.2	141.7	119.3	146.3
Building.....	4.1	162.9	154.5	103.0	76.1
Highway.....	4.3	189.7	180.6	156.9	297.1
Railway.....	2.3	94.4	92.3	101.7	76.4
Services	3.4	237.8	233.3	211.3	149.8
Hotels and restaurants.....	2.3	241.9	234.5	214.1	150.5
Personal (chiefly laundries).....	1.1	229.9	231.0	206.0	148.7
Trade	12.1	190.0	191.1	171.4	135.5
Retail.....	8.7	195.0	197.5	176.3	140.3
Wholesale.....	3.4	178.1	175.9	159.8	122.8
Eight Leading Industries	100.0	172.6	173.6	175.0	117.5
Finance		144.6	144.2	130.0	109.8
Banks and Trust Companies.....		144.8	144.3	133.5	104.1
Brokerage and Stock Market Operations.....		251.8	253.8	192.7	209.9
Insurance.....		138.2	137.6	121.7	113.2
Nine Leading Industries		171.3	172.2	172.8	117.2

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

preceded and followed the cessation of hostilities, and also in spite of the existing industrial disputes; in this category, the rates of pay are above the average and there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944, (3) the progressive up-grading of

employees as they gained experience in their work and (4) the payment of higher wage-rates in a great many cases.

It is interesting to note that, despite the falling-off in the production of munitions since the cessation of hostilities, and the serious losses due to the many important strikes recently in effect, employment in manufacturing showed an increase of 9½ per cent at August 1, 1946, as compared with June 1, 1941, since when the reported payrolls have risen by 37·3

TABLE V.—THE SEX DISTRIBUTION OF WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE NINE MAJOR INDUSTRIAL GROUPS, AS AT AUGUST 1, JULY 1, JUNE 1, AND APRIL 1, 1946, WITH COMPARATIVE FIGURES FOR APRIL 1, 1945

Geographical and Industrial Unit	Aug. 1, 1946 ²				July, 1, 1946		June 1, 1946		April 1, 1946		April 1, 1945	
	Men		Women		Men		Women		Men		Women	
	No.	P.C.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES												
Maritime Provinces.....	113,584	20,321	84·8	16·2	85·3	14·7	85·2	14·8	84·7	15·3	83·2	16·8
Prince Edward Island.....	2,415	833	74·4	25·6	73·8	26·2	70·8	29·2	69·7	30·3	67·6	32·4
Nova Scotia.....	66,056	10,638	86·1	13·9	86·4	13·6	86·5	13·5	85·9	14·1	84·3	15·7
New Brunswick.....	45,113	8,850	83·6	16·4	84·4	15·6	84·2	15·8	84·0	16·0	82·3	17·7
Quebec.....	419,440	129,871	76·4	23·6	75·8	24·2	75·3	24·7	74·6	25·4	73·0	27·0
Ontario.....	569,064	191,306	74·8	25·2	75·0	25·0	75·1	24·9	74·6	25·4	70·2	29·8
Prairie Provinces.....	183,528	48,788	79·0	21·0	78·4	21·6	78·4	21·6	77·8	22·2	74·7	25·3
Manitoba.....	80,409	23,806	77·2	22·8	76·2	23·8	76·3	23·7	75·7	24·3	71·9	28·1
Saskatchewan.....	37,641	9,148	80·4	19·6	79·6	20·4	79·2	20·8	77·9	22·1	75·5	24·5
Alberta.....	65,478	15,834	80·5	19·5	80·7	19·3	80·8	19·2	80·3	19·7	77·9	22·1
British Columbia.....	132,008	32,262	80·4	19·6	80·0	20·0	78·4	21·6	81·0	19·0	79·4	20·6
Canada.....	1,417,624	422,548	77·0	23·0	76·9	23·1	76·6	23·4	76·3	23·7	73·3	26·7
(b) CITIES												
Montreal.....	195,570	83,067	70·2	29·8	69·6	30·4	69·0	31·0	67·7	32·3	66·4	33·6
Quebec.....	18,836	7,536	71·4	28·6	70·7	29·3	70·7	29·3	70·5	29·3	69·9	30·1
Toronto.....	163,526	85,458	65·7	34·3	65·7	34·3	65·6	34·4	65·4	34·6	60·4	39·6
Ottawa.....	17,435	9,589	64·5	35·5	64·1	35·9	63·9	36·1	63·5	36·5	59·4	40·6
Hamilton.....	34,776	14,584	70·5	29·5	72·9	27·1	72·6	27·4	72·2	27·8	67·3	32·7
Windsor.....	27,980	5,355	83·9	16·1	83·6	16·4	85·1	14·9	84·9	15·1	80·9	19·1
Winnipeg.....	47,514	20,693	69·7	30·3	68·4	31·6	68·6	31·4	67·9	32·1	63·6	36·4
Vancouver.....	52,419	21,150	71·3	28·7	71·1	28·9	69·9	30·1	71·4	28·6	71·7	28·3
Halifax.....	16,082	5,862	73·3	26·7	73·0	27·0	73·0	27·0	75·9	24·1	75·7	24·3
Saint John.....	8,935	3,578	71·4	28·6	70·6	29·4	71·0	29·0	74·4	25·6	73·6	26·4
Sherbrooke.....	6,186	3,580	63·3	36·7	63·3	36·7	64·3	35·7	62·2	37·8	59·6	40·4
Three Rivers.....	7,551	2,421	75·7	24·3	74·2	25·8	75·0	25·0	72·4	27·6	69·9	30·1
Kitchener-Waterloo.....	9,861	4,893	66·8	33·2	68·0	32·0	68·7	31·3	68·1	31·9	63·1	36·9
London.....	16,211	7,076	69·6	30·4	68·4	31·6	68·2	31·8	67·2	32·8	63·3	36·7
Ft. William-Pt. Arthur.....	8,933	1,590	84·9	15·1	84·8	15·2	84·5	15·5	83·3	16·7	73·8	26·2
Regina.....	6,456	3,733	63·4	36·6	63·2	36·8	62·5	37·5	61·3	38·7	57·2	42·8
Saskatoon.....	5,608	2,096	72·8	27·2	70·2	29·8	70·5	29·5	69·1	30·9	64·1	35·9
Calgary.....	14,914	4,881	75·3	24·7	75·1	24·9	75·1	24·9	73·9	26·1	70·8	29·2
Edmonton.....	13,703	5,928	69·8	30·2	69·6	30·4	69·3	30·7	67·3	32·7	61·7	38·3
Victoria.....	9,429	3,381	73·6	26·4	74·1	25·9	73·6	26·4	74·8	25·2	74·8	25·2
(c) INDUSTRIES												
Manufacturing.....	741,870	224,391	76·8	23·2	76·7	23·3	76·4	23·6	75·9	24·1	72·8	27·2
Durable Goods ¹	390,502	51,284	83·4	11·6	88·2	11·8	88·1	11·9	87·8	12·2	83·3	16·7
Non-Durable Goods.....	329,632	170,567	65·9	34·1	65·6	34·4	65·5	34·5	64·6	35·4	60·3	39·7
Electric Light and Power.....	21,736	2,540	89·5	10·5	89·4	10·6	88·9	11·1	88·2	11·8	86·4	13·6
Logging.....	55,504	1,146	98·0	2·0	98·0	2·0	98·1	1·9	98·4	1·6	98·3	1·7
Mining.....	71,967	1,824	97·5	2·5	97·6	2·4	97·7	2·3	97·7	2·3	97·0	3·0
Communications.....	18,462	22,100	45·5	54·5	45·0	54·4	45·9	54·1	45·6	54·4	43·2	56·8
Transportation.....	153,864	11,494	93·0	7·0	93·1	6·9	92·9	7·1	92·5	7·5	91·7	8·3
Construction and Maintenance.....	186,048	3,667	98·1	1·9	98·0	2·0	97·9	2·1	97·5	2·5	96·6	3·4
Services.....	26,797	33,252	44·6	55·4	44·7	55·3	44·3	55·7	44·5	55·5	40·7	59·3
Trade.....	124,467	88,251	58·5	41·5	57·8	42·2	57·5	42·5	57·1	42·9	51·2	48·8
Eight Leading Industries.....	1,378,979	386,126	78·1	21·9	77·9	22·1	77·7	22·3	77·4	22·6	74·3	25·7
Finance.....	38,645	36,422	51·5	48·5	51·4	48·6	51·4	48·6	51·2	48·8	46·0	54·0
Total—All Industries.....	1,417,624	422,548	77·0	23·0	76·9	23·1	76·6	23·4	76·3	23·7	73·3	26·7

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

² The August data are subject to revision.

per cent. In the non-manufacturing industries taken as a unit, the advance in employment since the commencement of the record of payrolls amounted at August 1 to 17.6 per cent, and that in the aggregate weekly salaries and wages, to 50.3 per cent. The higher proportions of increase in the non-manufacturing classes generally, which reflect a situation differing from that existing during the war, result partly from curtailment in the production of munitions, and more recently, from losses in manufacturing due to industrial disputes, as well as to a considerable revival of activity in the non-manufacturing industries.

Another fact worthy of note is that in the last 12 months, there has been a decline of 9.8 per cent in employment and of 10.2 per cent in the payrolls disbursed by leading manufacturers, while the reported staffs of employers in the various non-manufacturing industries have risen by 11.4 per cent, accompanied by a gain of 16 per cent in the salaries and wages. The disparity is of course due in large part to the strikes.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

Sex Distribution of Persons in Recorded Employment

Employment for workers of both sexes was seriously affected by the industrial disputes in effect at the beginning of August, when establishments in the eight leading industries reported a staff of 1,378,979 men and 386,126 women, a total of 1,765,105, there being 781 of the former sex and 219 of the latter in each

1,000 persons in recorded employment. The number of male employees declined by 4,560, or 0.3 per cent, as compared with July 1, while there was a loss of 5,683, or 1.5 per cent, in the reported women workers in the same comparison. The ratios a month ago were 779 men and 221 women per 1,000 employees.

In the nine leading industries, a reduction of 10,008 persons was indicated as compared with July 1; of this number, 4,348 were men and 5,660 were women, the loss among the former amounting to 0.3 per cent, and that among the latter, to 1.3 per cent. The proportion of women in this group of industries was 230 per 1,000, as compared with 231 at July 1. This ratio, like that in the eight major industrial groups, was the smallest indicated in any of the enquiries into sex distribution made since 1942. The proportion of women per 1,000 persons in recorded employment had reached its highest point at October 1, 1944, when the number of women reported in the eight industries was 261 per 1,000, and in the nine major industrial divisions, 271 per 1,000. The completion or the curtailment of war work is obviously a factor of very great importance in the declines recently indicated in the numbers and the proportions of women workers, but the seasonal element and the existence of widespread industrial disputes at the date under review also substantially affected the situation. The last two factors lower the value of comparisons of the latest data with those obtained in the earlier surveys into sex distribution, made as at October 1 in 1942-45 and at April 1 in 1944, 1945 and 1946.

There were important seasonal increases in the employment of men in communications, transportation and construction; the trend in logging was seasonally downward, while strikes in mining and manufacturing considerably reduced the number of male employees therein. The latter group of industries reported fewer female employees on account of labour-management disputes, while curtailment was also shown in the number of women reported in trade and certain other divisions. As already indicated the losses in some cases were seasonal in character.

Report on Employment Conditions, September, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by region.

THE employment situation during September continued to be clouded by work stoppages in basic manufacturing industries. The subsequent shortage of supplies retarded the normal employment expansion in practically all industries while the more closely related industries were forced to lay-off substantial numbers of workers. Expansion of employment opportunities in seasonal industries, however, progressed rapidly during September, due in a large part to the heavy demands of the food processing and logging industries. The demand for skilled and semi-skilled loggers increased by over 15,000 during the four weeks, August 25 to September 19. Placements in logging camps, however, will not gain momentum until the release of agricultural workers at the end of the harvest season.

Unfilled vacancies,¹ in occupations other than agriculture, totalled 135,603 at September 19 as compared with 112,465, four weeks earlier. The increase, although common to all regions was particularly pronounced in Quebec. Unplaced applicants,² on the other hand, showed little change over the period, and at the September date totalled 141,975. The dropping off of applicants in the Prairie and Pacific Regions was offset by a noticeable increase in applicants in the Ontario Region.

¹Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

²Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

Table I shows labour demand and supply by main occupational group and by sex as at September 19, 1946. Table II presents a monthly comparison of total labour demand and supply. Table III shows unfilled vacancies classified by main industry group and by sex, as at September 19, 1946, with absolute and percentage changes in total demand during the last month.

Clerical Workers:—The withdrawal of the temporarily employed students from the labour market resulted in an influx of orders

for clerical help during August. As these orders were met by greatly augmented placement activity in this field, vacancies on file dropped markedly during September. Employment offices report that prospects for youth placements in clerical positions, particularly for male applicants, are not encouraging. A preliminary knowledge of typing and bookkeeping is essential in many cases before employers will accept persons to be trained in clerical work. The low salaries offered continue to be a deterrent factor in placement activity. Lack of competent applicants to fill responsible positions remains the most serious complaint of employers. Since efficiency in stenographic and secretarial positions requires several years experience, many of the suitably qualified applicants now are married and can accept only part-time work. Encouragement of refresher courses, and providing of diversified experience for new entrants in the clerical field, must be emphasized if the shortage of qualified help is to be met. Vacancies for clerical workers totalled 7,133 at September 19 while available supply in this occupational group, numbered 19,022. The shortage of female stenographers and typists at that date was 2,668, with applicants registering for this type of work approximately numerically equal to the demand.

Sales Workers:—Industrial activity in retail establishments increased sharply during September as a result of school opening and additional demands during the harvest season. Adequate staff was available in most areas for the temporary expansion of employment. Employment offices, however, encounter serious difficulty in supplying suitable applicants for permanent staffs. Many sales clerks who are sufficiently experienced have either withdrawn from the labour market or are presently employed. The low wage scale of available positions generally deters placement activity among the limited competent help available. There continues to be a demand for real estate and insurance agents on a commission basis, but this type of work meets with little response. Wholesale firms report an active season but expansion in employment has been negligible. Vacancies for sales clerks totalled 4,192 at September 19, while available supply numbered 9,432.

Service Workers:—The shortage of service workers now is reaching its most acute period. The fall conventions and activities have resulted in urgent requests for additional help in hotels. At the same time, restaurants are short-handed as a result of the withdrawal of

students temporarily employed during the summer months. In addition, householders returning to the city following their summer vacations are again attempting to secure domestic help. These pressing demands will probably continue without relief so long as alternative employment opportunities for women remain high. There has been a fairly heavy demand for clerical and sales workers during the past few months. A lull in seasonal activity may release some of the presently enlarged staffs and thus augment the sources of labour supply for service work. On the other hand, male service workers, largely representing elderly and handicapped persons, remain in surplus supply. At September 19, there were 12,528 female service workers required while available supply numbered 4,365. Approximately one-third of the vacancies were for domestic service work.

Skilled and Semi-skilled Workers

Employment opportunities in skilled and semi-skilled occupations expanded appreciably

during September, as logging operators increased their orders to exceed even the high demands at the comparative date in 1945. In occupations other than logging, strikes in the heavy steel plants and the chemical plant manufacturing soda ash adversely affected employment opportunities. The sharp reduction evident during the past few months in the number of unplaced tradesmen levelled off during September. With placement activity greatly impaired by labour unrest, and lay-offs a steadily recurrent feature, absorption of workers into industry has been retarded. There was, however, a considerable expansion of employment in food processing and textile plants. Vacancies in skilled and semi-skilled occupations totalled 63,321 (53,317 male and 10,004 female) at September 19. Unplaced applicants, numbering 40,747, fell far below the number required. When loggers are excluded, however, unplaced applicants are well in excess of demand. The labour situation for female workers remained relatively unchanged, with approximately two positions available for every applicant registered.

TABLE 1—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX,
AS AT SEPTEMBER 19, 1946
(excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,687	485	2,172	5,174	873	6,047
Clerical Workers.....	2,065	5,068	7,133	8,789	10,233	19,022
Sales Workers.....	1,952	2,240	4,192	4,816	4,616	9,432
Service Workers.....	3,121	12,528	15,649	7,128	4,365	11,493
Fishermen.....	89	.....	89	353	.....	353
Skilled and Semi-skilled Workers.....	53,317	10,004	63,321	35,625	5,122	40,747
Food and Kindred Products.....	426	.....	426	476	.....	476
Textiles, Clothing, etc.....	1,057	7,412	8,469	552	2,273	2,825
Lumber and Wood Products.....	36,091	.....	36,091	1,329	.....	1,329
Electrical.....	217	.....	217	1,453	.....	1,453
Mining.....	1,729	.....	1,729	515	.....	515
Construction.....	5,813	.....	5,813	4,224	.....	4,224
Metalworking.....	1,787	155	1,942	8,466	629	9,095
Other Skilled and Semi-skilled Workers.....	6,197	2,437	8,634	18,610	2,220	20,830
Unskilled Workers.....	27,010	16,037	43,047	49,261	5,620	54,881
Total.....	89,241	46,362	135,603	111,146	30,829	141,975

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH
(excluding Agriculture)

Date	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Sept. 22 1944.....	139,383	59,016	198,399	31,962	28,833	60,795
Sept. 21 1945.....	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19 ".....	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23 ".....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21 ".....	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21 ".....	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21 ".....	43,824	34,362	78,186	214,867	48,348	263,215
April 25 ".....	57,706	41,075	98,781	201,282	46,469	247,751
May 23 ".....	66,327	44,980	111,307	169,956	41,788	211,744
June 20 ".....	65,857	48,562	114,419	147,594	38,261	185,855
July 25 ".....	63,913	42,408	106,321	130,200	35,101	165,301
Aug. 22 ".....	66,896	45,569	112,465	113,052	32,489	145,541
Sept. 19 ".....	89,241	46,362	135,603	111,146	30,829	141,975

Textile Workers:—The slump in employment expansion evident in textile firms during August was offset somewhat in September. The flow of vacancies into employment offices increased during the period, while the number of unplaced applicants declined by almost 30 per cent in the four weeks ending September 19. With the settlement of major strike issues, and the steady supply of raw materials now available, expansion in the textile industry will be handicapped only by shortage of help.

The employment offices continue to encounter serious difficulty in attracting women to textile trades. Improved wage rates and working conditions due to settlement of strikes should ease the situation considerably. There were 8,469 textile workers required at September 19, while unplaced applicants numbered 2,825. The shortage is most critical for female workers, with demand for sewing machine operators alone totalling 4,626. As in the service trades, few women are interested in factory and

TABLE III—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT SEPTEMBER 19, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from August 22, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	29,411	16	29,427	+14,671	+99.4
Lumber.....	7,347	12	7,359	+ 2,506	+51.6
Other logging.....	415	2	417	+ 65	+18.5
Total.....	37,173	30	37,203	+17,242	+86.4
Mining—					
Coal.....	1,439	7	1,446	+ 60	+ 4.3
Metallic ores—					
Iron.....	32		32	— 20	-38.5
Gold.....	1,586	8	1,594	— 57	- 3.5
Nickel.....	235		235	+ 67	+39.9
Copper.....	243		243	+ 65	+36.5
Other metallic ores.....	125	12	137	+ 58	+73.4
Non-metallic minerals.....	282	3	285	— 91	-24.2
Prospecting and oil producing.....	127	4	131	+ 2	+ 1.6
Total.....	4,069	34	4,103	+ 84	+ 2.1
Manufacturing—					
Food and kindred products (including tobacco).....	3,054	4,918	7,972	+ 116	+ 1.5
Textiles and apparel.....	2,188	11,333	13,521	+ 1,687	+14.3
Lumber and finished lumber products.....	3,219	589	3,808	+ 379	+11.1
Pulp and paper products (including printing).....	1,608	2,172	3,780	— 358	-10.5
Chemicals and allied products.....	429	471	900	+ 173	+23.8
Petroleum and coal products.....	124	36	160	+ 17	+11.9
Rubber products.....	150	197	347	— 85	-19.7
Leather and leather products.....	567	1,156	1,723	+ 47	+ 2.8
Stone, clay and glass products.....	758	140	898	+ 122	+15.7
Iron and steel and products.....	1,431	425	1,856	+ 20	+ 1.1
Non-ferrous metals and products.....	749	448	1,197	— 209	-14.9
Machinery.....	1,279	897	2,176	— 39	- 1.8
Automobile and equipment.....	230	58	288	— 101	-26.0
Other transportation equipment.....	1,196	101	1,297	+ 225	+21.0
Other manufacturing.....	541	974	1,515	+ 67	+ 4.6
Total.....	17,523	23,915	41,438	+ 2,777	+ 7.2
Construction.....	11,665	90	11,755	+ 1,702	+16.9
Transportation.....	4,045	316	4,361	+ 853	+24.3
Communications and other public utilities.....	1,139	580	1,719	— 236	-12.1
Trade—					
Wholesale.....	1,911	969	2,880	+ 599	+26.3
Retail.....	3,229	4,433	7,662	+ 911	+13.5
Total.....	5,140	5,402	10,542	+ 1,510	+16.7
Finance, Insurance, Real Estate.....	1,388	1,084	2,472	— 327	-11.7
Service—					
Public.....	2,197	823	3,020	+ 232	+ 8.3
Domestic.....	215	3,707	3,922	+ 273	+ 7.5
Personal.....	1,888	6,663	8,551	— 526	- 5.8
Custom and repair.....	1,572	262	1,834	— 105	- 5.4
Other service.....	1,585	3,154	4,739	+ 612	+14.8
Total.....	7,457	14,609	22,066	+ 486	+ 2.3
Grand Total.....	89,599	46,060	135,659	+24,091	+21.6

manual work, while alternative opportunities are available in "white-collar" jobs.

Lumber and Woods Products Workers:—Employment forecasts indicate that employers are endeavouring to double the employment record of 1945. Vacancies on file at September 19, exceed requirements at the comparative dates of both 1944 and 1945. Increased employment goals will undoubtedly aggravate the shortage of skilled help. Although the movement of workers to the woods has commenced in some areas, the bulk of migration will take place at the end of the harvest season. The much improved financial position of agricultural workers during the past few years and the higher wages offered by United States logging camps increase the difficulty of obtaining the number of loggers required at employment offices. The generally improved wage scale evident this season, however, may induce applicants to accept woods labour. At September 19, there were 36,091 lumber and woods products workers required of which over 90 per cent were loggers. Applicants registered as loggers at that date numbered only 697.

Miners:—Labour unrest is evident throughout the mining industry. As a result, labour turnover continues high, with workers leaving to accept employment in the agricultural and logging industries. Opening of employment opportunities to unplaced workers in other localities continues to be hampered by the acute shortage of housing accommodation. In addition, shortage of skilled miners limits the extent to which unskilled labour can be effectively utilized. Some mining companies report that expansion of employment has been prevented by lack of mining machinery. There were 1,729 skilled and semi-skilled miners required at September 19 while unplaced applicants registered in this occupational group totalled 515. The number of coal miners required accounted for 60 per cent of the demand.

Construction Workers:—Vital supplies for practically all construction activities have been gravely affected by strike action. Shortages of nails, pipe-lines, and cement have hindered construction at its most critical stage. Lay-offs have been necessary in some areas, while other centres report a continual rotating of workers between unfinished projects, pending the receipt of supplies. The acute supply situation, coupled with the advent of colder weather have necessitated the release of unskilled help in some districts. Construction tradesmen, however, continue in demand throughout the country; in Ontario it is felt that the demand will persist into the winter months. Demand for bricklayers, plasterers,

and cement finishers remains urgent but suitable applicants are practically non-existent. Little change was evident in the labour demand and supply situation during September. There were 5,813 construction workers required at September 19, while applicants in this group numbered 4,224. Carpenters accounted for almost 60 per cent of the demand.

Miscellaneous Workers:—The effects of the current strikes are particularly noticeable in the vacancies available for metalworkers. Available employment opportunities dropped 26 per cent in the four-week period ending September 19. On the other hand, the available supply of metalworkers continued to decline. Labour shortages persist in foundries although the supply of applicants registering for this work has been increasing. At September 19, vacancies in metalworking trades totalled 1,942 while unplaced applicants at that time numbered 9,095. Demand for qualified mechanics throughout the Dominion remains unsatisfied, although the shortage has been relieved by graduates from Canadian Vocational Training schools. At September 19, there were 1,276 auto mechanics and repairmen required with available supply numbering 1,122 at that date. The labour shortages in laundry and dry cleaning establishments have been intensified by the pre-winter rush and the withdrawal of temporarily employed students. There were 734 finishers, spotters and dry cleaners required at September 19, with available supply meeting only one-third of the demand.

Unskilled Workers:—A sharp upturn in available employment opportunities for unskilled labour took place during September, although no reduction was evident in the number of unplaced applicants registered at employment offices. The labour needs of food processing and transportation industries are particularly marked this season. Labour shortages in food processing plants have been greatly eased by the temporary employment of workers on strike and the substitution of male labour in jobs previously held by women. When settlements of labour disputes have been reached, and those on strike rehired, serious shortages in food manufacturing plants may again appear. A considerable expansion of employment in meat packing plants should occur shortly. Activity in these plants at the present time has been adversely affected by the non-delivery strike of agriculturalists in Alberta and Saskatchewan. The overall demand for unskilled construction and mining labour also showed a marked improvement during the month. Available employment opportunities for unskilled labour totalled 43,047 at September 19 as compared with

36,351 four weeks earlier. Unplaced applicants, numbering 54,881 at the September date, showed little overall change in the four-week

period. There was, however, a considerable drop in female unplaced applicants, while male applicants increased somewhat.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from National Employment Service Offices across Canada. The report covers employment conditions during the month ended September 22, 1946

Maritime Region

In the Maritime Region, layoffs through material shortages offset expanding employment in agriculture and the volume of unplaced applicants remained steady. Employment conditions for men are serious, but for women there are more jobs than applicants.

Agriculture:—Grain crops throughout the region have been harvested in good condition and without any labour difficulties. Potato digging is well under way in New Brunswick; the labour supply is plentiful. Transfers of 400 men from Cape Breton, Pictou, and Amherst will meet peak requirements for the potato harvest in Prince Edward Island.

Apple harvesting is progressing well in the Annapolis Valley, with no shortage of labour. About 500 girls have been transferred to this area to work in canning and processing plants or to pick cranberries.

It is estimated that Maritime farmers will request approximately 200 Polish veterans for permanent help.

Logging:—Orders are steady for pulp and pitprop cutters, but unseasonably warm weather has stifled demand for woodsmen in the long lumber industry. When winter operations start, however, experienced woodsmen will be in heavy demand. Operators fear a scarcity of skilled men for the coming season and are planning to begin a high-powered recruiting campaign shortly.

Fishing:—All-out efforts are being made to speed up training of workers for the skilled fish-cutting trades, experienced help being in very scarce supply. Some firms have applied for experienced men from Newfoundland. Fish cutters and filleters are being trained under Canadian Vocational Training, and many plants have started on-the-job training plans to relieve the present shortage.

Coal Mining:—All mines in the Cape Breton area are working steadily. Output is still low, representing about two-thirds of normal production. There are openings for 100 first class miners.

A new colliery has opened in the Inverness area and employment will expand as conditions warrant. The local labour supply will be adequate.

Strip mines in the Minto area are operating at capacity, but shaft mines require 115 licensed coal miners.

Manufacturing:—The steel plant at Sydney is strike-bound and the effects of its blocked production are spreading widely. Employment is falling off rapidly in dependent industries as stock supplies dwindle.

The shortage of bottles as a result of the soda ash strike has reduced output at breweries, soft drink and milk plants.

Planing mills and door factories are very busy, under the pressure of urgent demand for their products. Shipbuilding activity is increasing. Repair work will lead to the rehiring of 100 men in Halifax yards. Apprenticeship training plans will be set up in various Nova Scotia shipyards to provide ships carpenters and joiners for the wooden shipbuilding industry.

Construction:—Building construction is virtually at a standstill because of supply shortages. Some contractors are releasing carpenters and labourers, while others are holding their men on the payroll in expectation of supplies. With increasing demands for housing accommodation by organized bodies, especially veterans, a serious situation is fast developing. The outlook for employment in the construction industry is rather serious unless immediate improvement in the material situation occurs.

Transportation:—Railway ballasting operations are almost finished for this year. The pits have been closed and extra gang labour is being laid off gradually. About 1,500 men will be affected.

There will be 30,000 barrels of apples for the United Kingdom, moved through Halifax this week. The ports of Halifax and Saint John report that shipping is at a very low ebb, with little demand for waterfront labour.

Quebec Region

General labour market conditions improved slightly but industrial employment slumped as a result of strike-bound production in key industries.

Agriculture:—The acute shortage of farm labour formerly anticipated has not materialized. Reports throughout the region indicate

that full crops have been harvested in most areas. Hay, grain, and tobacco crops are completed and the corn crop is now ready for harvest.

Recruiting of harvesters for potato and apple picking in the United States has temporarily absorbed some of the surplus workers in the south-eastern section of the region.

Logging:—Fall cutting has already started. Men are leaving for the woods in increasing numbers. A heavy program is planned for the winter, but the problem will be to find enough woods labour.

Mining:—The mining situation at the present time is still somewhat obscure. Employment of unskilled mining labour is held up by both the lack of key skilled men and housing. Some 2,000 workers and their families could find permanent employment in northern Quebec mining areas and in the Eastern Township industrial area, if suitable housing were available.

Manufacturing:—Prolonged strikes have intensified the already serious shortage of materials and have led to substantial lay-offs. Heavy manufacturing is slack at present—foundries, car shops, shipbuilding, electrical manufacturing, machine shops, are all hard hit by the strike repercussions. Textile production is again under way at Valleyfield now that the dispute is settled. A new \$4 million plant is being built to manufacture a wide variety of asbestos products.

The annual increase in the staff of packing houses is now well under way. Sugar and salt shortages are hampering soft drink production, canning, etc.

Construction:—Despite the many material shortages that are curtailing full construction activity, particularly home building, it is worthy of note that construction tradesmen are not out of work. The whole building expansion is so great that construction tradesmen move back and forth between jobs, as the material becomes available at each project. If materials were available for all projects, there would be a tremendous shortage of tradesmen.

The worst situation now is that brought about by the shortage of steel, and it is expected that the most serious effects will be felt in about two months' time. Lumber is short, not so much because of production bottlenecks, as because of price. Suppliers are holding stocks in expectation of a ceiling change.

Ontario Region

Employment sagged again in the Ontario region as strike-bound industries brought greater supply shortages. Production of steel,

chemicals, rubber, copper wire and glass is still affected by labour unrest.

Agriculture:—Fruit picking and the harvesting of canning crops are in full swing, but labour needs are being met adequately. Canning factories have presented the greatest difficulty. The crops are irregular in ripening because of abnormal changes in the weather, and sudden surges in delivery to the factories have resulted. The consequent irregular demand for extra labour, has been difficult to deal with. Strike-idle workers and prisoners-of-war have relieved this situation somewhat in several areas.

The completion of much of the harvest has reduced the demand for farm help, but there still remains a strong need for year-round workers which is difficult to meet. The interest in Polish veterans is quite strong and daily shows an increase.

Logging:—By mid-October the logging industry will require about 8,000 workers. Prospects of meeting this need are remote. As harvesting tapers off, seasonal farm workers may turn to woods employment.

Mining:—In the Kirkland Lake and Timmins areas, both experienced and inexperienced miners are required. However, it is difficult to recruit men from outside areas because of the housing shortage.

Base metal operations at Sudbury report vacancies for about 800 physically-fit men, as beginners and process labourers.

Manufacturing:—Now in their ninth week, the basic steel strikes at Hamilton and Sault Ste. Marie are yet unsettled and are causing further shutdowns. Grey iron foundries, producing soil pipe, are particularly affected; soil pipe was already a scarce item and in great demand by home builders. Strikes in the automobile parts, rubber products, chemical, basic brass and electrical products industry are also currently disrupting production. At Windsor alone, 4,500 persons are on strike in four plants and an additional 10,450 are suffering temporary lay-offs or are working on short time; another 875 persons have been laid-off indefinitely.

Lack of workers for the textile trade is still a problem. Female textile workers are unobtainable, although materials are in good supply. Demand continues in the furniture industry for cabinet makers, wood machinists and finishers.

Requirements for semi-skilled and unskilled men specify a sturdy type of worker. Employers apparently have raised their standards since the end of the war, hence the excess of light factory workers.

Construction:—Building construction is progressing in considerable volume, despite shortages of material and labour. Finishing carpenters, plumbers, bricklayers, cement finishers, plasterers and labourers are greatly needed, and this condition will probably persist throughout the winter months in spite of weather conditions.

Transportation:—A few of the passenger vessels on the Great Lakes are being tied up for the winter season. There is no great demand for seamen—experienced wheelmen and firemen are the only requirements.

Prairie Region

Currently, total labour demand exceeds supply. Much of the demand is centred in the logging industry, however, and few applicants are interested in such work.

Agriculture:—Harvesting has been completed in the eastern section of the region. Surplus workers are moving westward to Saskatchewan and Alberta where work still remains to be done. The southern Alberta harvest has about three weeks to go, and the territory north of Edmonton perhaps a little longer. About 300 harvesters have been sent from southern and western Saskatchewan to Alberta.

There is a small demand for winter or year-round labour in all provinces and applications for Polish veterans are arriving at nearly all local offices.

Logging:—Operators in northwestern Ontario have steadily been placing additional orders for winter requirements. Already, 8,000 vacancies have been listed but heavy movement of labour to the woods is not expected until harvesting is further advanced.

Plans are afoot to co-ordinate the recruiting activity of employers and N.E.S. The Farm Labour Services will also co-operate in referring off-season farm workers to woods employment.

Fishing:—Fall fishing is well under way in Lake Winnipeg and good catches of pickerel are reported. Filleters and labourers for packing plants are in short supply.

Mining:—Gold mines in the Port Arthur zone are in dire need of physically-fit miners and muckers. About 400 are required according to reports, but it is doubtful whether sufficient housing is available.

Base metal production at the Steep Rock mines is at a record level, in spite of excessive labour turnover. Many experienced workers are required, such as diesel and motor mechanics, riggers, electricians, and husky labourers.

The coal mining industry reports an increasing need for certificated miners, surface and underground labourers. The problem is in replacing workers who have left for harvest jobs. Housing accommodation is very limited in all coal mining areas. At Blairmore, mine operators are consulting with the Central Mortgage and Housing Corporation in an attempt to relieve the housing shortage. Wage negotiations are still under way in the coal industry.

Manufacturing:—General activity is on the upgrade, except where strike action blocks supply lines. The strike involving foundry workers at Calgary has ended and over 100 men will resume work. Heavy industries in Saskatoon and Fort William are operating with skeleton staffs because of steel shortages. The building materials industry is maintaining output, but demand for workers is very urgent because of heavy labour turnover. Drastic glass shortages are holding up sash-and-door production; scarcity of scrap iron and labour turnover are crippling production in the soil pipe industry. The farmers' non-delivery strike has caused substantial lay-offs in the meatpacking industry in Alberta, and to a lesser extent, in Saskatchewan.

Construction:—Material shortages are blocking normal construction progress in many areas, but qualified tradesmen can still find employment. There is a serious scarcity of cement, nails, and other building materials, throughout the region. However, the supply of carpenters, tinsmiths and bricklayers is inadequate to meet demand at Winnipeg, and husky labourers are required in almost all areas.

Transportation:—Track maintenance workers are needed at various points; a particularly heavy demand is reported at Winnipeg. Men returning from harvest work are being referred and it is hoped that the requirements may be completely filled shortly.

Grain shipments at Churchill have stimulated urgent orders in clearance for shovellers; the situation is well in hand.

Pacific Region

The general labour situation in the Pacific region has improved further. Unplaced applicants have declined, although about 60 per cent are still centred in Vancouver alone.

Agriculture:—The farm labour situation is well under control. Weather conditions in the Fraser Valley have been conducive to early completion of the total harvest. Apple pickers are still required in the Okanagan valley but the Farm Labour Service has been able to meet needs in most cases.

The first contingent of Polish veterans will arrive in mid-October. It is hoped that these men will relieve the shortage of dairy workers, and a campaign to interest farmers in them will start soon.

Logging.—The industry presents a serious problem in the provision of suitable labour. Currently the applicants listed are only 12 per cent of the total number required. Turnover is very heavy. Applicants must be single and in excellent physical condition, which limits placements considerably.

Engineers, high riggers, hook tenders, riggers and foremen are in great demand in all areas. Fallers and buckers are also in short supply. Weather conditions have been favourable for logging operations, but the labour shortage is a bottleneck to maximum output.

Experienced sawmill labour is limited. Skilled men-edgers, doggers, setters, re-saw men—required to form skeleton crews for extra shifts, are unobtainable. On-the-job training is difficult to establish in larger mills because of the pressure for maximum production. The New Westminster area, however, reports an adequate supply of sawmill labour, turnover replacements being the only need.

Fishing.—Seasonal salmon fishing is drawing to a close, with canneries running at full capacity. The tapering-off of employment in fish processing plants will release large numbers of men and women within the next few weeks.

Coal Mining.—The coal mining industry continues to lose certified miners to other industries, chiefly logging. Higher wage scales in woods employment and the open-air work are great attractions. The development of intensified short-course apprenticeship training plans is expected soon. Coal output is meanwhile declining gradually as labour drifts away from the industry.

Precious Metals Mining.—Major producers are still idle in the hardrock industry. The current dispute has not affected the placer or dredging operations and these continue in full swing. No shortage of labour is anticipated in this industry until after the strike is settled.

Approximately 2,800 miners are dislocated because of the strike and many now are work-

ing at logging or construction jobs.

If the present price of gold remains steady and the Alaska highway does not deteriorate into a second-class road, there is every possibility that gold quartz mining will develop in the Yukon. Lack of mining machinery in the Whitehorse silver area is holding up expansion.

Base Metal Mining.—Conditions are stable in the industry at present. The strike is still affecting established producers, and no settlement is in sight. Development work is progressing on several projects.

Manufacturing.—Foundry production is returning to normal after the recent wage settlement, and employment in dependent industries is on the upgrade. Many skilled engineers and machinists who were formerly unemployed because of material shortages, have now returned to work. The return of students to school has aggravated the employment situation in canneries. Plywood factories at New Westminster are placing orders for women workers, but shift work and transportation difficulties impede placement.

Activity is rising in the shipbuilding industry, with several major contracts on hand. At Victoria, contracts worth \$4,500,000 have been acquired by the two main yards.

Construction.—Construction progress is patchy because of material bottlenecks and workers drift from one project to another according to the supply situation. Road construction firms are increasing orders for skilled workmen such as bulldozers and cat operators, for out-of-town jobs. The rapidly expanding demand for carpenters, cement finishers and axemen is partly due to the Bridge River Power Project.

Transportation.—The newly-established Merchant Seamen's Section of the Vancouver Employment Service is functioning well, and several hundred persons are registered. Operators have been most cooperative, and union agencies have established a close liaison to preserve seniority rights in signing-on. In Victoria, orders and registrations have been evenly balanced and only a small pool of labour is available.

Applications for Employment; Vacancies and Placements; August, 1946

DURING the four-week period August 2 to August 29, 1946, reports received from the National Employment Service Offices of the Unemployment Insurance Commission showed a decrease of 5.7 per cent in business transacted when compared with the preceding five weeks June 28 to August 1, and a loss

of 38.6 per cent in comparison with the four weeks August 3 to August 30, 1945, this computation being based on the average number of placements recorded daily. Under the first comparison, except for increases in agriculture and trade all industrial divisions recorded losses, the most noteworthy being a moderate

decrease in services. When compared with the four weeks ending August 30, 1945, all industrial divisions registered declines the most pronounced being a substantial loss in manufacturing, and moderate decreases in public utilities operation, construction, forestry and logging, trade and services.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at the National Employment Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies in relation to applications took an upward course while that of placements followed a downward trend. The ratio of vacancies to each 100 applications was 111.7 during the four weeks ending August 29, 1946, in contrast with 101.1 in the previous five weeks, and 104.5 during the four weeks August 3 to August 30, 1945. The ratio of placements to each 100 applications during the period under review was 48.2 as compared with 50.2 in the previous period and 56.3 at the close of August, 1945.

The average number of vacancies reported daily by employers to the Employment Offices

throughout Canada during the four weeks August 2 to August 29, 1946, was 6,770 in comparison with 6,239 in the preceding five weeks, and 8,841 during the corresponding period a year ago. The average number of applications for employment received daily during the period under review was 6,062 in contrast with 6,173 in the previous five-week period and with 8,460 during the four weeks ending August 30, 1945. The average number of placements made daily by the offices during the period ending August 29, was 2,925 of which 2,706 were in regular employment and 219 in work of one week's duration or less in comparison with a daily average of 3,101 during the previous period. Placements during the four weeks August 3 to August 30, 1945 averaged 4,764 daily consisting of 4,620 in regular employment and 144 in casual work.

During the four weeks August 2 to August 29, 1946, the offices referred 108,263 persons to vacancies and effected a total of 70,193 placements. Of these, the placements in regular employment were 64,927 of which 49,065 were of males and 15,862 of females, while placements in casual work totalled 5,266. The number of vacancies reported by employers was 114,250 for males and 48,237 for females, a



total of 162,487, while applications for work numbered 145,482 of which 108,736 were from males and 36,746 from females. Reports for the five-week period June 28 to August 1, 1946, showed 180,926 positions available, 179,011 applications made and 89,919 placements effected, while in the four weeks August 3 to August 30, 1945, there were recorded 203,348 vacancies, 194,587 applications for work and 109,564 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year, from January 1936, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (35 weeks).....	513,649	46,528	560,177

Nova Scotia and Prince Edward Island.

During the four weeks ending August 29, 1946, the daily average of vacancies offered through National Employment Service Offices in Nova Scotia and Prince Edward Island was 260, as compared with 232 in the previous period and 282 during the four weeks August 3 to August 30, 1945. The average number of placements effected daily was 117, in comparison with 145 in the preceding period and 183 during the corresponding four weeks a year ago. The largest decreases in placements from the period ending August 30 last year were in manufacturing and public utilities operation. A moderate loss was reported in trade but this was partly offset by a gain in services. Placements by industrial divisions numbered: services 945; construction 646; trade 426; manufacturing 387 and public utilities operation 187. Regular placements totalled 1,886 of men and 786 of women.

New Brunswick

Opportunities for employment at Employment Offices in New Brunswick during the period under review, numbered 154 daily in comparison with 168 in the preceding five weeks and 219 during the period terminating August 30 last year. Placements were fewer under both comparisons, the daily average being 78 in contrast with 93 in the previous

five weeks and 124 during the period August 3 to August 30, 1945. When comparing placements by industrial groups with the corresponding four weeks a year ago, the most important changes were moderate decreases in manufacturing, public utilities operation and trade. Placements by industries included: construction 510; services 492; manufacturing 316; trade 239 and public utilities operation 103. There were 1,421 men and 385 women placed in regular employment.

Quebec

Orders received at Employment Offices in the province of Quebec during the four weeks ending August 29, 1946, called for an average of 1,519 workers daily in contrast with 1,273 in the previous five weeks and 2,199 during the four weeks ending August 30 a year ago. There was a daily average of 507 placements as compared with 441 in the preceding period and 1,138 during the corresponding four weeks of last year. The most pronounced loss in placements from the period ending August 30, 1945, occurred in manufacturing. Fairly substantial decreases were reported in forestry and logging, and construction and declines somewhat smaller in volume in public utilities operation, services, trade and mining. A moderate loss was noted in finance and insurance but was almost entirely offset by a gain in agriculture. Industries in which employment was secured for more than 300 workers included: manufacturing 4,553; construction 2,206; services 2,096; public utilities operation 1,003; trade 957; forestry and logging 667, and mining 363. Placements in regular employment numbered 9,074 of men and 2,710 of women.

Ontario

Positions offered through Employment Offices in Ontario during the period terminating August 29, 1946, averaged 2,786 daily in comparison with 2,717 in the preceding five weeks and 3,647 during the period August 3 to August 30, 1945. The average number of placements registered daily was 1,167, as compared with 1,370 in the previous period and 1,869 during the four weeks terminating August 30, last year. All industrial groups participated in the reduction in placements when compared with the corresponding period a year ago, the most noticeable decrease being in manufacturing followed by fairly substantial losses in agriculture, public utilities operation, services, trade and construction and moderate declines in forestry and logging, and finance and insurance. Industrial divisions in which the

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 2 TO
AUGUST 29, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	575	357	576	404	283	5	1,346
Charlottetown.....	327	192	392	289	178	3	936
Summerside.....	248	165	184	115	105	2	410
Nova Scotia	5,659	3,969	6,129	3,816	2,389	123	12,904
Amherst.....	88	33	179	114	84	.....	414
Bridgewater.....	132	69	119	103	36	.....	202
Dartmouth.....	195	170	269	183	106	16	302
Digby.....	100	113	180	16	10	.....	525
Glace Bay.....	113	110	251	126	126	.....	908
Halifax.....	1,695	1,259	2,116	1,336	785	3	2,684
Inverness.....	31	.....	98	56	34	.....	308
Kentville.....	1,322	1,319	191	136	80	2	541
Liverpool.....	226	146	92	48	32	.....	97
New Glasgow.....	549	50	925	602	465	43	2,211
New Waterford.....	229	210	145	96	19	.....	326
North Sydney.....	54	9	124	51	54	1	279
Pictou.....	44	10	115	55	32	.....	342
Springhill.....	26	7	40	14	14	.....	192
Sydney.....	380	70	601	488	278	63	1,701
Sydney Mines.....	35	3	151	34	41	.....	689
Truro.....	326	242	272	267	105	.....	243
Yarmouth-Shelburne.....	114	149	261	91	88	.....	940
New Brunswick	3,703	3,624	3,939	2,615	1,806	60	7,014
Bathurst.....	31	24	182	20	14	1	1,113
Campbellton.....	140	99	305	136	48	22	884
Edmundston.....	151	539	167	109	112	.....	119
Fredericton.....	287	235	239	175	153	1	163
Minto.....	130	152	77	122	101	.....	95
Moncton.....	1,422	1,226	1,108	974	630	14	1,655
Newcastle.....	91	75	119	58	28	.....	475
Saint John.....	974	728	1,376	777	539	15	2,206
St. Stephen.....	144	268	122	74	63	.....	125
Sussex.....	92	66	98	55	45	.....	86
Woodstock.....	271	212	146	115	93	7	93
Quebec	36,453	36,081	34,820	21,432	11,784	374	36,156
Acton Vale.....	29	122	86	76	76	.....	55
Asbestos.....	201	173	117	87	88	.....	90
Baie St. Paul.....	230	116	153	126	128	.....	73
Beauharnois.....	236	183	158	86	96	.....	217
Buckingham.....	198	27	284	207	188	.....	171
Causapscal.....	14	11	47	3	4	.....	210
Chaudler.....	11	235	48	2	.....	.....	247
Chicoutimi.....	1,160	816	496	219	133	.....	377
Coaticook.....	126	87	140	130	125	.....	70
Cowansville.....	84	56	83	90	75	.....	42
Dolbeau.....	1,534	1,499	33	7	7	.....	27
Drummondville.....	730	204	884	834	602	.....	444
East Angus.....	32	44	122	50	35	.....	87
Farnham.....	64	98	38	25	14	.....	71
Granby.....	489	406	294	140	148	.....	81
Hull.....	396	240	915	259	132	.....	1,464
Joliette.....	324	382	286	193	80	.....	483
Jonquiere.....	159	97	254	115	83	.....	338
Lachute.....	154	103	477	359	125	.....	200
La Malbaie.....	249	138	152	110	47	.....	47
La Tuque.....	755	249	100	78	52	.....	87
Levis.....	115	218	517	120	70	.....	1,208
Louiseville.....	83	31	168	66	68	.....	126
Magog.....	135	75	129	144	99	.....	63
Matane.....	721	844	205	165	169	.....	59
Megantic.....	177	147	158	113	98	.....	55
Mont Laurier.....	154	70	88	72	56	.....	43
Montmagny.....	47	27	136	54	44	.....	148
Montreal.....	13,678	19,401	18,158	10,675	4,621	334	13,393
Plessisville.....	43	72	44	34	20	.....	60
Port Alfred.....	162	66	51	26	23	.....	74
Quebec.....	2,335	1,394	3,332	2,063	1,093	5	7,135
Richmond.....	105	94	86	59	38	12	33
Rimouski.....	2,000	2,622	276	182	182	.....	145
Riviere du Loup.....	167	164	95	20	21	.....	302
Roberval.....	91	338	68	56	44	.....	70
Rouyn.....	481	599	437	360	160	.....	260
Ste. Agathe.....	280	226	118	111	88	.....	51
Ste. Anne de Bellevue.....	56	25	45	42	35	.....	120
Ste. Therese.....	425	200	335	293	298	.....	165
St. Georges de Beauce.....	344	357	53	57	34	.....	278
St. Hyacinthe.....	197	572	282	159	66	.....	321
St. Jean.....	868	529	775	708	556	.....	151

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 2 TO
AUGUST 29, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Jerome.....	266	230	209	162	93		239
St. Joseph d'Alma.....	71	35	94	63	73		156
Shawinigan Falls.....	78	27	323	64	47		970
Sherbrooke.....	349	382	468	439	254	23	271
Sorel.....	337	50	446	123	74		616
Thetford Mines.....	168	60	248	185	120		345
Three Rivers.....	614	140	1,288	364	234		2,974
Val d'Or.....	3,935	1,477	302	292	235		83
Valleyfield.....	160	28	349	191	142		1,124
Victoriaville.....	436	235	370	356	328		187
Ontario.....	66,870	50,132	55,890	44,627	26,613	1,405	49,455
Arnprior.....	241	232	159	151	118		13
Barrie.....	202	173	109	114	50		162
Belleville.....	429	286	217	197	213		282
Bracebridge.....	454	135	390	362	350		130
Brampton.....	199	242	123	106	90	2	60
Brantford.....	1,034	712	556	507	347	18	326
Brockville.....	244	85	353	261	191		152
Carleton Place.....	85	34	92	65	63		65
Chatham.....	347	321	262	329	192	3	398
Cobourg.....	88	28	116	92	87		53
Collingwood.....	78	36	82	54	51		209
Cornwall.....	807	132	2,464	1,818	681	6	1,233
Dunnville.....	257	242	72	53	42		65
Fergus.....	49	40	57	47	35		19
Fort Erie.....	138	47	186	268	115		198
Fort Frances.....	334	206	234	240	201		67
Fort William.....	858	1,273	998	580	406	1	1,105
Galt.....	583	590	173	173	108		127
Gananoque.....	59	25	61	43	30	10	42
Goderich.....	84	101	129	88	49	5	46
Guelph.....	906	390	592	612	439		207
Hamilton.....	2,731	1,523	4,106	2,958	1,098	159	5,293
Hawkesbury.....	131	21	177	120	72		182
Ingersoll.....	106	82	117	118	78	25	30
Kapuskasing.....	202	682	54	49	70		21
Kenora.....	146	566	94	87	62		119
Kingston.....	908	342	807	941	569	1	532
Kirkland Lake.....	679	473	772	588	270	10	374
Kitchener-Waterloo.....	1,037	799	527	583	347	9	267
Leamington.....	446	277	325	373	235		127
Lindsay.....	113	67	97	112	79		207
Listowel.....	71	97	86	80	53	2	82
London.....	2,502	1,603	1,875	1,822	986	174	764
Midland.....	112	86	181	118	85		230
Napanee.....	108	62	114	112	84		89
Newmarket.....	132	125	41	42	9		71
New Toronto.....	1,039	580	896	676	574		499
Niagara Falls.....	848	1,058	577	712	486	2	389
North Bay.....	1,053	609	452	353	315	26	172
Orangeville.....	101	47	61	61	31	1	53
Orillia.....	429	187	470	380	324		352
Oshawa.....	645	402	2,811	631	345	2	3,726
Ottawa.....	2,401	1,656	3,308	2,899	931		3,395
Owen Sound.....	294	162	330	331	203	2	137
Paris.....	29	75	20	11	9		19
Parry Sound.....	205	18	194	188	171		149
Pembroke.....	455	223	374	318	245		195
Perth.....	181	78	614	511	142	13	67
Peterborough.....	793	408	814	918	566		470
Pictou.....	132	18	123	80	75		39
Port Arthur.....	4,415	6,303	916	673	742		889
Port Colborne.....	202	67	195	122	72	14	311
Port Hope.....	97	147	75	78	34		40
Prescott.....	90	31	68	66	61		146
Renfrew.....	287	161	162	190	137		143
St. Catharines.....	1,868	1,594	1,014	931	618	2	1,283
St. Thomas.....	420	334	357	371	224	9	208
Samia.....	453	264	333	336	203		355
Sault Ste. Marie.....	593	816	513	279	223		947
Simcoe.....	750	299	467	472	409	4	47
Sioux Lookout.....	256	275	40	36	25		43
Smiths Falls.....	143	48	194	164	115		166
Stratford.....	483	194	610	656	342	93	241
Sturgeon Falls.....	65	58	76	41	44		82
Sudbury.....	4,486	3,088	1,557	1,519	1,103	34	1,076
Tillsonburg.....	291	93	223	222	222		9
Timmins.....	1,885	1,097	1,419	1,321	1,173	28	635
Toronto.....	18,630	14,087	11,301	10,572	5,991	621	8,822

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 2 TO
AUGUST 29, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto Junction.....	2,441	1,718	902	1,007	507	11	716
Trenton.....	223	238	157	211	116		125
Walkerton.....	121	110	56	27	18		137
Wallaceburg.....	195	23	605	182	128		409
Welland.....	535	245	605	601	341	1	777
Weston.....	769	508	764	649	469		501
Windsor.....	1,259	258	5,253	1,396	817	117	8,185
Woodstock.....	408	420	176	173	107		153
Manitoba	11,287	5,690	9,349	9,031	4,798	1,077	8,401
Brandon.....	896	383	698	752	578		554
Dauphin.....	198	138	162	267	36	18	386
Flin Flon.....	153	67	140	148	100	5	37
Portage la Prairie.....	211	129	232	207	112		305
Selkirk.....	53	45	48	39	27	1	49
The Pas.....	104	98	77	59	34	3	60
Winnipeg.....	9,672	4,830	7,992	7,559	3,911	1,050	7,010
Saskatchewan	6,357	3,245	5,994	5,512	3,142	489	3,355
Estevan.....	259	87	196	204	178		36
Moose Jaw.....	668	366	709	697	376	12	504
North Battleford.....	106	150	90	76	36		235
Prince Albert.....	409	236	562	449	277	9	431
Regina.....	2,467	1,138	2,143	2,333	1,162	350	711
Saskatoon.....	1,486	899	1,671	1,282	700	110	1,078
Swift Current.....	135	54	130	95	86		137
Weyburn.....	602	136	228	243	215	7	35
Yorkton.....	225	179	265	133	82	1	188
Alberta	9,015	4,968	8,231	7,351	4,378	782	5,439
Black Diamond.....	66	11	53	55	52		46
Blairmore.....	239	267	46	34	49		27
Calgary.....	3,196	1,213	3,214	2,870	1,618	301	2,473
Drumheller.....	184	247	134	109	85		106
Edmonton.....	4,121	2,174	3,821	3,365	1,871	467	2,143
Edson.....	243	369	59	29	86		47
Lethbridge.....	487	285	492	485	323	14	351
Medicine Hat.....	219	124	259	249	161		152
Red Deer.....	260	278	153	155	133		94
British Columbia	22,568	11,403	20,564	13,875	9,734	946	20,549
Chilliwack.....	575	148	441	427	413	89	129
Courtenay.....	175	264	104	62	61		131
Cranbrook.....	187	200	88	82	86		49
Duncan Creek.....	498	111	460	464	469		39
Fernie.....	456	260	128	122	297	1	92
Kamloops.....	33	130	22	18	24		9
Kelowna.....	398	163	398	260	276		99
Nanaimo.....	328	236	205	149	96		134
Nelson.....	178	151	215	117	108	2	184
New Westminster.....	355	161	357	306	263		213
North Vancouver.....	1,386	680	1,321	1,150	751	51	1,886
Penticton.....	300	69	465	273	207		887
Port Alberni.....	451	222	290	341	225	2	101
Prince George.....	676	288	203	147	163		96
Prince Rupert.....	967	414	623	631	599	6	71
Princeton.....	150	200	88	79	72		179
Trail.....	190	45	153	144	142	4	38
Vancouver.....	356	259	332	297	291		267
Vernon.....	11,849	5,752	12,110	6,945	3,537	696	13,666
Victoria.....	759	249	702	628	559		261
Whitehorse.....	2,187	1,298	1,830	1,152	978	93	1,975
	114	103	84	81	117		43
Canada	162,487	119,469	145,482	108,263	64,927	5,266	144,619
Males.....	114,250	72,623	108,736	76,328	49,065	1,789	113,904
Females.....	48,237	46,846	36,746	31,935	15,862	3,477	30,715

majority of placements were effected were: manufacturing 10,079; services 5,273; construction 4,927; trade 2,862; public utilities operation 1,863; agriculture 1,189; forestry and logging 751, and mining 736. There were 20,200 men and 6,413 women placed in regular employment.

Manitoba

There was an increase in the average number of positions available daily at Employment Offices in Manitoba during the four weeks under review; there being 470 in contrast with 360 in the previous period and 415 during the

four weeks ending August 30, a year ago. Placements, likewise, increased under both comparisons, the daily average being 245 during the period under review, in comparison with 208 in the preceding five weeks and 233 during the period ending August 30, 1945. A fairly large increase in agriculture together with a moderate advance in services and a small gain in mining accounted for the increase over the four weeks August 3 to August 30, last year. These improvements were somewhat modified by moderate losses in manufacturing, public utilities operation and construction. Placements by industrial divisions numbered: agriculture 1,558; services 1,394; manufacturing 1,008; trade 855; construction 456; public utilities operation 376 and mining 153. Regular placements totalled 3,598 of men and 1,200 of women.

Saskatchewan

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Saskatchewan during the period terminating August 29, 1946, was 265 as compared with 226 in the previous five weeks and 247 during the period August 3 to August 30 last year. Placements recorded a daily average of 151, in contrast with 129 in the preceding five weeks and 139 during the corresponding period a year ago. The gain in placements over the four weeks terminating August 30, 1945, was due to moderate increases in services and agriculture. Of the changes in the remaining groups, the losses exceeded the gains. Placements by industries included: services 974; trade 764; agriculture 745; manufacturing 413; construction 410 and public utilities operation 245. There were 2,253 men and 889 women placed in regular employment.

Alberta

Employment opportunities as indicated by orders received at Offices in Alberta during the

four weeks ending August 29, 1946, showed a daily average of 376 workers in comparison with 411 in the preceding period and 414 during the four weeks August 3 to August 30, 1945. There was a daily average of 215 placements in contrast with 253 in the previous period and 249 during the four weeks ending August 30 last year. Significant changes in placements when compared with the corresponding period a year ago, consisted of moderate losses in public utilities operation, construction, trade and manufacturing and gains in services and agriculture. Placements by industrial groups included: services 1,611; manufacturing 789; trade 717; agriculture 712; construction 593; mining 377 and public utilities operation 270. Regular placements totalled 3,221 of men and 1,157 of women.

British Columbia

Orders listed at Employment Offices in the Province of British Columbia during the period under review, called for an average of 940 workers daily as compared with 852 in the previous five weeks and 1,052 during the period terminating August 30 a year ago. Placements showed a lower average during the four weeks under review, being 445 daily in contrast with 462 in the preceding period and 629 during the corresponding four weeks of last year. Placements under manufacturing, public utilities operation, and forestry and logging were considerably fewer than during the period August 3 to August 30, 1945, and moderate declines were registered in trade and services. Except for a moderate improvement in agriculture, the changes in all other groups were small. Industrial divisions in which most of the placements were effected were: manufacturing 2,420; services 2,397; construction 1,945; trade 1,442; forestry and logging 1,054; public utilities operation 680; mining 292; agriculture 280, and finance and insurance 157. Placements in regular employment numbered 7,412 of men and 2,322 of women.

Strikes and Lockouts

Strikes and Lockouts in Canada During September, 1946

DURING September, 1946, less time was lost due to strike idleness in Canada than in the previous month but the figures still remain at a high level as compared with the same period a year ago. As compared

with August, 1946, there were 10 fewer strikes on record, the number of workers involved decreased by more than 9,000, and the time loss showed a substantial drop of more than 200,000 days. For the first nine months of this

STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
May.....	28	35	46,641	47,730	564,925	7.80
June.....	25	36	30,354	70,688	935,188	12.92
July.....	28	42	27,459	49,752	918,285	12.68
August.....	20	43	5,095	42,407	867,252	11.96
September.....	13	33	1,662	33,030	657,601	9.08
Cumulative totals.....	178		126,436		4,069,434	6.24
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
May.....	13	15	3,242	3,336	6,738	0.09
June.....	12	13	2,773	2,926	5,138	0.07
July.....	25	27	11,738	11,975	45,497	0.62
August.....	19	27	8,509	13,190	41,122	0.56
September.....	16	17	19,635	19,819	184,556	2.52
Cumulative totals.....	155		65,753		353,886	.54

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to September, 1946				
MINING— Metal miners, British Columbia.	12	1,500	30,000	Commenced July 3; for increased wages, reduced hours and other conditions; unterminated.
MANUFACTURING— <i>Rubber and Its Products—</i> Rubber factory workers, Bowmanville, Hamil- ton, Kitchener, New Toronto, and Toronto, Ont.	9	8,000	180,000	Commenced June 23; for increased wages reduced hours, overtime rates for Satur- days, Sundays and holidays, etc.; untermi- nated.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Valleyfield, P.Q.	1	2,300	12,500	Commenced June 1; for increased wages reduced hours, two weeks' vacations with pay, etc.; terminated September 7; concili- ation, provincial, and return of workers pending further negotiations; indefinite.
Clothing factory workers, St. Hyacinthe, P.Q.	1	165(4)	3,750	Commenced August 12; against refusal to implement Arbitration Board's decision that three union workers, allegedly dis- missed for infraction of rules, should be reinstated; terminated September 30; conciliation, provincial, and return of workers pending negotiations for a union agreement; indefinite.
<i>Printing and Publishing—</i> Compositors, etc., Winnipeg, Man.	2	85	1,750	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; untermi- nated.
Compositors, etc., Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.	5	110	2,000	Commenced May 30; in sympathy with strike of compositors at Winnipeg, Man., commencing November 8, 1945; untermi- nated.
<i>Metal Products—</i> Brass factory workers, New Toronto, Ont.	1	500	10,000	Commenced May 18; for increased wages, reduced hours, union shop, seniority in lay-offs, etc.; untermi- nated.
Motor vehicle factory workers, Chatham and Windsor, Ont	2	2,500	50,000	Commenced June 18; for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermi- nated.
Foundry workers, Calgary, Alta.	2	130	1,600	Commenced June 20; for new agreements providing for increased wages, reduced hours, closed shop, check-off, two weeks' vacations with pay, etc.; terminated September 18; negotiations; compromise.
Steel products factory workers, Windsor, Ont.	1	150	3,000	Commenced June 27; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermi- nated.
Electrical apparatus factory workers, Hamilton, Ont.	2	3,500	80,000	Commenced July 5; for increased wages, reduced hours, two weeks' vacations with pay, payment for statutory holidays, etc.; untermi- nated.
Metal factory workers, Welland, Ont.	1	900	20,000	Commenced July 8; for a new agreement providing for increased wages and reduced hours; untermi- nated.
Electrical apparatus and wire factory workers, Toronto, Ont.	3	1,300	27,500	Commenced July 8; for new agreements providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; untermi- nated.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1946⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars(?)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1946—Concluded				
MANUFACTURING— <i>Metal Products—Conc.</i>				
Steel mill workers, Hamilton, Sault Ste. Marie, Ont., Sydney, N.S.	5	8,500	200,000	Commenced July 14; for increased wages, reduced hours, union security, two weeks' vacations with pay, etc.; untermi- nated.
Silverware factory workers, Toronto, Ont.	1	33	690	Commenced August 20; protest against alleged failure to negotiate a union agree- ment; untermi- nated.
Steel products factory workers, Lachine, P.Q.	1	250	2,750	Commenced August 20; for a union agreement providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; terminated September 14; concilia- tion, provincial, and reference to NWLB (?); compromise.
Steel products factory workers, Hamilton, Ont.	4	415	5,500	Commenced August 24; protest against bringing in Dominion and Provincial police in connection with steel strike commencing July 14; untermi- nated (three plants resumed operations during the month).
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Chemical factory workers, Windsor, Ont.	1	375 ⁽⁵⁾	8,500	Commenced June 27; for a new agreement providing for increased wages, reduced hours, union shop, check-off, two weeks' vacations with pay, etc.; untermi- nated.
Chemical factory workers, Amherstburg, Ont.	1	360	8,500	Commenced July 12; for a new agreement providing for increased wages, reduced hours, union security, etc.; untermi- nated.
Plastic factory workers, Oshawa, Ont.	1	295	6,800	Commenced August 20; for a new agreement providing for increased wages, reduced hours, union security, two weeks' vacations with pay, etc.; untermi- nated.

Strikes and Lockouts Commencing During September, 1946

MINING—				
Coal miners, Glace Bay, N.S.	1	45 ⁽⁶⁾	90	Commenced September 10; protest against sending home surplus workers; terminated September 12; return of workers; in favour of employer (miners elected to divide available work with temporary employ- ees).
Coal miners, Cambria, Alta.	1	120	120	Commenced September 12; against drivers being kept overtime because of man-trip coming out of mine late; terminated September 12; return of workers; in favour of workers.
Coal miners, Drumheller, Alta.	1	96	384	Commenced September 16; against penalty deductions from wages for quitting work before end of shift; terminated September 19; return of workers; in favour of employer.
Coal miners, Glace Bay, N.S.	1	849	849	Commenced September 19; against hiring seven replacements for miners dismissed for unsatisfactory work; terminated September 19; return of workers; in favour of employer.
Coal miners, surface workers, Glace Bay, N.S.	1	73 ⁽⁷⁾	73	Commenced September 24; protest against failure to hoist coal on Friday night due to absenteeism; terminated September 24; return of workers; in favour of employer.
Coal miners, Cambria, Alta.	1	120	120	Commenced September 26; re working conditions; terminated September 26; return of workers; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Establish- ments	Workers		

Strikes and Lockouts Commencing During September, 1946—Concluded				
MANUFACTURING—				
Animal Foods—				
Meat packing plant workers, St. Boniface, Man.	1	43 ⁽⁸⁾	43	Commenced September 30; for adjustment of piece-work occupational classification; unterminated.
Textiles, Clothing, etc.—				
Glove factory workers, Thetford Mines, P.Q.	1	50 ⁽⁹⁾	75	Commenced September 20; against dismissal of two workers allegedly for union activity; terminated September 21; negotiations; in favour of workers.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Toronto, Ont.	1	41 ⁽¹⁰⁾	123	Commenced September 16; jurisdictional dispute as to whether carpenters or lathers should apply gyroce board, and for trans- portation allowance for foreman; termi- nated September 19; negotiations; in favour of workers.
Carpenters, Saskatoon, Sask.	3	20	90	Commenced September 20; for application of Saskatoon agreement to jobs in North Battleford; terminated September 26; negotiations; in favour of workers.
TRANSPORTATION—				
Electric Railways and Local Bus Lines—				
Bus and street car opera- tors, Kitchener, Ont.	1	80 ⁽¹¹⁾	240	Commenced September 9; against working with bus dispatcher because of testimony given in investigation of dismissal of union officer; terminated September 12; return of workers; in favour of employer.
Electricity and Gas—				
Hydro electric distribu- tion workers, Township of York, Ont.	1	81	526	Commenced September 10; for a new agree- ment providing for increased wages, reduced hours, three weeks' vacations with pay for senior employees, etc.; termi- nated September 18; return of workers pending further negotiations; indefinite.
Miscellaneous—				
Cold storage plant workers, Winnipeg, Man.	1	44	28	Commenced September 13; for greater increase in wages than approved by RWLB and NWLB ⁽³⁾ ; terminated September 13; conciliation, federal, and further reference to RWLB; indefinite.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(4) 85 indirectly affected; (5) 146 indirectly affected; (6) 350 indirectly affected; (7) 1,020 indirectly affected; (8) 300 indirectly affected; (9) 100 indirectly affected; (10) 20 indirectly affected; (11) 51 indirectly affected.

year the time loss due to strikes and lockouts has been greater than during any similar period since the record was begun in 1901. The most important single cause has been the almost general demand for increased wages. Preliminary figures show 33 strikes and lockouts in existence during September, 1946, involving 33,030 workers, with a time loss of 657,601 man-working days, as compared with 43 strikes in August, with 42,407 workers involved and a time loss of 867,252 days. In September,

1945, there were 17 strikes, involving 19,819 workers, with a time loss of 184,556 days.

Preliminary figures for the first nine months of this year show 178 strikes, involving 126,436 workers, with a time loss of 4,069,434 man-working days. For the same period last year there were 155 strikes, with 65,753 workers involved and a time loss of 353,886 days.

Of the 33 strikes recorded for September, four were settled in favour of the workers, six in favour of the employers, two were

compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 17 strikes were recorded as unterminated, namely: metal miners in British Columbia; rubber factory workers in Bowmanville, Hamilton, Kitchener, New Toronto and Toronto, Ont.; compositors, etc., at Winnipeg, Man.; compositors, etc., at Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.; brass factory workers at New Toronto, Ont.; motor vehicle factory workers at Windsor, Ont.; steel products factory workers at Windsor, Ont.; electrical apparatus factory workers at Hamilton, Ont.; metal factory workers at Welland, Ont.; electrical apparatus and wire factory workers at Toronto, Ont.; steel mill

workers at Hamilton, Sault Ste. Marie, Ont., and Sydney, N.S.; silverware factory workers at Toronto, Ont.; steel products factory workers at Hamilton, Ont.; chemical factory workers at Windsor, Ont.; chemical factory workers at Amherstburg, Ont.; plastic factory workers at Oshawa, Ont., and meat packing plant workers at St. Boniface, Man.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. A strike of bakery workers at Halifax, N.S., which commenced on February 11, 1946, has not been declared terminated.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July 1946, was 155, and 13 were still in progress from the previous month, making a total of 168 during the month. There were 45,600 workers involved and a time loss of 162,000 working-days was caused.

Of the 155 stoppages which began during July, 18 arose out of demands for advances in wages; 59 over other wage questions; three on questions as to working hours; 21 on questions respecting the employment of particular classes or persons; 50 on other questions respecting working arrangements; three over questions of trade union principle; and one was in support of workers involved in other disputes.

Australia

Figures now available for 1945 show 945 industrial disputes. The number of workers directly involved was 326,641 and the time loss for workers directly and indirectly involved was 2,119,641 days.

United States

Preliminary figures for August, 1946, show 500 strikes and lockouts beginning in the month, in which 235,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,425,000 man-days. Corresponding figures for July, 1946, are 480 strikes and lockouts, involving 185,000 workers, with a time loss of 3,300,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, September, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE cost-of-living index recorded a decline of 0.1 to 125.5 between August 1 and September 3, 1946, for the first recession since February. Seasonal factors, which were mainly responsible, were reflected in a drop of 1.5 points to 143.2 in the food products series. In this group lower quotations were noted for vegetables and fruits while eggs moved slightly higher. Further price advances were reflected in the clothing index which moved 2.0 points higher to 129.6 in September, while home-furnishings and services were up 1.4 points to 128.4. In the miscellaneous series a gain of 0.1 to 113.9 was registered. Two groups continued unchanged: fuel and light at 107.2 and rentals at 112.6.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943
BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

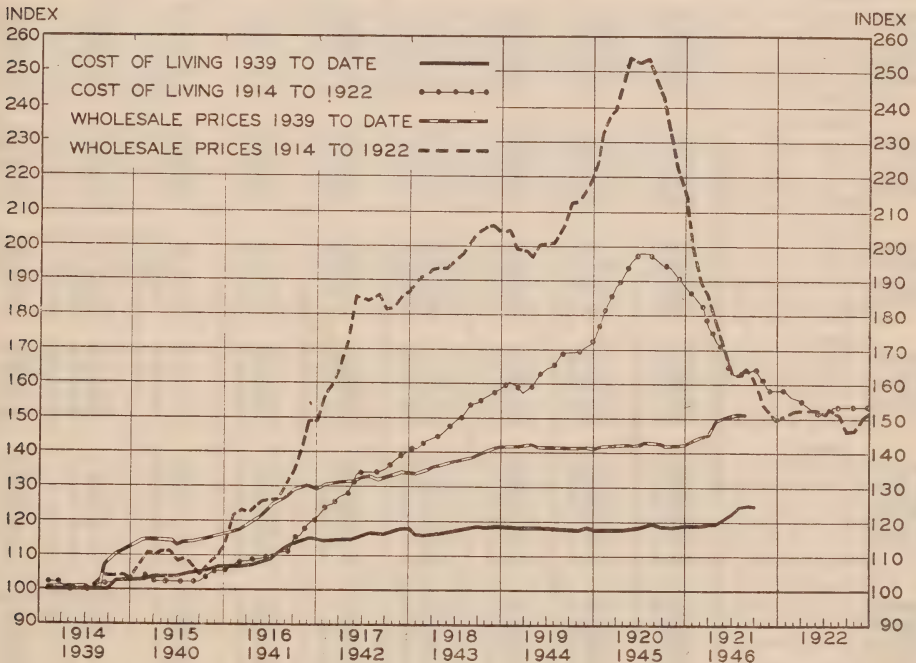


TABLE I
DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		121.8	133.3	115.9	116.8	139.1		106.1	
1924.....		119.9	130.8	114.5	114.4	135.6		105.1	
1925.....		120.5	131.5	117.3	113.2	135.5		104.8	
1926.....		121.7	134.7	119.7	112.6	134.8		105.0	
1927.....		95.6	92.7	93.1	102.1	97.1	97.8		
1928.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1929.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1930.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1931.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1932.....									
1933.....									
1934.....									
1935.....									
1936.....									
1937.....									
1938.....									
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
March 1.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August 1.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September 3.....	124.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0

† Commodities in the cost-of-living excluding rents and services.

independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the province of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked

for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—SEPTEMBER, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR SEPTEMBER, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	Feb. 1945	May 1945	Aug. 1945	Nov. 1945	Feb. 1946	May 1946	July 1946	Aug. 1946	Sept. 1946	Price Sept. 1946
Beef, sirloin steak.....	lb.	100-0	120-7	153-8	154-1	154-8	154-8	154-8	155-6	157-7	163-1	163-8	45-7
Beef, round steak.....	lb.	100-0	125-7	166-7	167-1	167-9	167-9	167-9	168-8	170-9	177-2	177-6	42-1
Beef, rib roast.....	lb.	100-0	125-5	173-0	173-9	174-3	174-3	175-2	176-1	178-7	185-7	186-1	42-8
Beef, shoulder.....	lb.	100-0	132-7	161-0	161-0	161-6	162-3	162-3	162-3	164-1	168-6	169-2	26-9
Beef, stewing, boneless.....	lb.	100-0	136-7	168-3	168-3	168-3	168-3	168-3	169-0	170-6	173-5	173-5	23-7
Veal, front roll, boneless.....	lb.	100-0	139-3	174-6	173-4	174-0	174-6	174-6	174-6	174-6	174-0	174-0	29-4
Lamb, leg roast.....	lb.	100-0	109-9	148-9	150-4	164-4	153-2	152-8	152-8	167-6	171-1	162-0	46-0
Pork, fresh loins, centre cut.....	lb.	100-0	125-3	141-5	142-3	143-8	143-8	144-2	158-1	161-5	162-6	163-0	44-3
Pork, fresh shoulder, hock-off.....	lb.	100-0	127-0	142-3	143-3	143-4	142-9	143-9	159-7	163-8	164-8	164-3	31-3
Bacon, side, fancy, sliced, rind-on.....	lb.	100-0	132-3	140-9	141-2	141-5	142-5	142-5	157-2	161-8	162-4	162-7	51-9
Lard, pure.....	lb.	100-0	151-3	155-3	157-0	157-9	159-6	160-5	172-8	177-2	178-1	178-1	20-3
Shortening, Vegetable.....	lb.	100-0	134-7	136-8	136-8	137-5	137-5	137-5	138-9	140-3	140-3	141-0	20-3
Eggs, grade "A" large.....	doz.	100-0	156-4	141-4	137-2	155-3	180-9	144-1	143-1	148-4	176-3	178-3	55-5
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	96-3	114-7	114-7	114-7	12-5
Butter, creamery, prints.....	lb.	100-0	140-5	146-2	145-4	144-3	146-9	148-7	164-1	161-2	164-1	164-8	45-0
Cheese, Canadian, mild.....	lb.	100-0	174-6	164-4	163-9	164-4	164-9	166-3	167-3	167-8	168-3	168-7	35-1
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	124-2	124-2	124-2	124-2	124-2	124-2	124-2	124-2	124-2	4-1
Rolled Oats, package.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	7-2
Corn flakes, 8 oz.....	pkg.	100-0	101-1	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½ s.....	tin	100-0	129-9	137-7	136-8	137-7	137-7	137-7	137-7	138-7	139-6	142-5	15-1
Peas, canned, 2 s.....	tin	100-0	117-5	122-5	121-7	121-7	121-7	121-7	121-7	121-7	124-2	126-7	15-2
Corn, canned, 2 s.....	tin	100-0	128-3	133-6	132-7	132-7	132-7	132-7	132-7	133-6	133-6	135-4	15-3
Beans, dry.....	lb.	100-0	129-4	133-3	133-3	133-3	133-3	133-3	137-3	137-3	137-3	137-3	7-0
Onions.....	lb.	100-0	108-2	112-2	106-1	142-9	126-5	134-7	155-1	165-3	153-1	144-9	7-1
Potatoes.....	15 lbs	100-0	89-9	136-9	143-9	218-3	147-6	154-0	160-4	210-7	180-8	151-5	49-7
Prunes, bulk.....	lb.	100-0	115-8	122-8	121-1	120-2	120-2	130-7	136-8	139-5	142-1	143-0	16-3
Raisins, seedless, bulk.....	lb.	100-0	104-0	102-0	109-3	107-9	108-6	117-2	127-8	127-8	126-5	125-8	19-0
Oranges.....	doz.	100-0	132-5	145-4	151-5	154-6	153-9	147-8	153-9	160-4	151-9	151-5	44-4
Lemons.....	doz.	100-0	111-3	143-7	141-2	147-7	147-4	150-5	145-5	145-5	143-1	143-1	46-5
Jam, strawberry, 16 oz.....	jar	100-0	111-3	115-1	115-1	115-1	115-1	115-7	122-4	126-6	132-1	135-2	22-2
Peaches, 20 oz.....	tin	100-0	101-5	104-1	104-1	105-1	107-1	105-1	105-6	106-6	107-1	112-2	22-1
Marmalade, orange, 16 oz.....	jar	100-0	118-3	129-6	128-9	128-9	128-9	128-9	131-1	131-8	132-6	133-3	18-1
Corn Syrup, 2 lb.....	tin	100-0	138-0	155-3	158-2	158-2	157-7	157-7	157-7	164-7	168-8	171-7	29-4
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	131-1	131-4	131-4	131-7	131-7	132-0	132-5	132-8	133-1	45-0
Tea, black, ½ lb.....	pkg.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to September, 1946 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef						Pork						Milk, per dozen	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package							
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.																			
1—Charlottetown.....	45-5	42-6	38-7	28-1	24-0	....	43-4	43-3	34-2	49-8	21-1	20-8	56-2	11-0	46-5	35-2	7-3	4-6	6-8 10-0
Nova Scotia—																			
2—Halifax.....	48-0	44-4	42-3	27-8	24-2	24-3	47-1	46-6	32-5	54-5	21-1	20-4	58-8	13-0	46-9	37-0	8-0	4-5	8-4 9-9
3—New Glasgow.....	48-6	45-0	43-0	28-8	24-2	....	48-7	47-2	32-8	53-2	21-4	20-3	57-8	12-0	47-1	37-0	7-3	4-8	7-7 10-0
4—Sydney.....	49-6	44-8	....	29-5	24-4	....	48-5	45-7	....	53-0	20-9	20-0	58-9	14-0	47-0	37-4	7-3	4-6	7-8 9-9
5—Truro.....	48-3	45-3	43-6	28-7	25-2	32-0	47-3	46-6	34-3	53-0	....	20-6	59-2	12-0	46-7	....	6-7	4-9	7-9 9-9
New Brunswick—																			
6—Fredericton.....	48-4	44-3	47-0	28-5	25-1	29-7	47-5	44-3	30-7	53-3	20-7	19-9	57-0	12-0	46-7	35-0	7-3	4-8	6-5 9-4
7—Moncton.....	47-3	44-0	46-1	27-5	24-6	30-0	48-9	46-4	32-0	54-4	20-5	20-4	58-1	12-0	46-8	35-5	8-0	4-5	7-9 10-0
8—Saint John.....	46-3	43-7	41-4	26-8	24-0	....	46-5	47-6	32-5	51-0	20-6	20-0	59-0	13-0	46-8	34-7	7-3	4-3	7-1 9-7
Quebec—																			
9—Chicoutimi.....	45-6	42-6	42-8	27-4	22-6	....	....	42-6	33-3	54-5	22-2	22-7	57-6	12-0	44-5	33-7	6-7	4-3	.... 9-9
10—Hull.....	43-1	40-4	40-1	28-0	22-6	30-1	44-8	43-6	31-9	52-5	19-8	20-1	57-9	12-0	44-1	31-7	5-3	3-8	7-6 9-4
11—Montreal.....	44-2	41-4	44-2	25-7	24-0	29-9	46-5	44-0	32-1	53-4	19-9	19-8	58-5	12-5	45-1	35-1	6-0	3-8	6-9 9-2
12—Quebec.....	45-1	41-7	43-1	28-0	22-6	29-7	45-9	42-9	32-0	51-4	20-6	20-7	57-1	12-0	45-5	35-0	5-5	3-6	8-0 9-6
13—St. Hyacinthe.....	41-3	37-1	39-2	26-6	21-7	31-7	42-7	41-0	30-9	50-8	20-6	19-7	56-4	11-0	44-4	33-4	5-3	4-1	8-0 9-8
14—St. Johns.....	46-0	41-7	44-0	29-3	....	....	....	....	....	55-7	21-3	20-6	57-2	11-0	45-0	35-3	5-3	4-1	8-0 9-7
15—Sherbrooke.....	45-6	40-8	41-8	27-6	22-8	33-3	47-7	42-6	30-1	49-8	20-4	19-9	56-9	12-0	44-4	35-8	5-3	4-2	7-9 9-8
16—Sorel.....	43-5	39-6	42-3	26-1	23-1	....	....	39-7	30-0	52-0	21-0	20-5	57-9	11-0	45-0	33-0	5-3	4-1	8-1 10-0
17—Thetford Mines.....	38-3	38-1	....	27-4	21-5	....	....	39-4	30-6	45-6	....	20-0	55-6	11-0	44-4	33-7	5-3	4-0	7-2 9-5
18—Three Rivers.....	42-3	40-3	38-6	28-3	24-0	30-7	....	38-5	30-6	53-3	20-9	19-6	56-5	12-0	44-7	34-6	6-0	3-9	7-7 9-6
Ontario—																			
19—Bellefonte.....	47-0	42-6	44-2	26-6	23-7	27-7	45-0	46-2	31-4	52-3	20-4	19-6	54-7	12-0	45-3	33-0	6-7	4-2	7-1 8-6
20—Brantford.....	46-7	43-7	44-0	27-8	24-1	30-8	46-9	45-7	31-4	52-7	20-3	20-0	55-9	12-0	45-4	35-6	6-7	4-2	7-4 9-1
21—Brockville.....	48-0	44-1	46-0	27-7	23-9	....	48-0	43-1	30-7	55-0	20-5	19-4	55-7	12-0	44-2	32-7	6-3	4-0	7-8 8-8
22—Chatham.....	45-7	41-9	43-2	26-7	25-4	32-0	47-3	46-3	33-2	52-1	20-3	20-0	53-9	12-0	44-9	36-5	5-3	4-1	6-5 8-7
23—Cornwall.....	47-5	44-5	45-4	28-0	27-1	....	48-3	45-1	32-6	52-2	20-5	19-6	56-7	12-0	45-1	33-1	6-0	3-9	7-1 9-1
24—Fort William.....	44-9	41-6	43-8	25-7	24-1	29-3	50-0	....	....	49-9	19-4	19-3	56-4	13-0	44-8	....	6-0	3-9	6-9 8-7
25—Galt.....	46-7	42-7	43-5	26-0	23-5	....	46-0	....	....	54-4	20-7	19-8	54-7	12-0	45-2	36-3	6-7	4-0	7-2 8-8
26—Guelph.....	46-8	43-2	43-1	27-8	24-9	33-2	47-8	46-4	32-7	51-7	20-6	19-9	55-3	12-0	45-5	35-6	6-0	4-1	7-3 8-7
27—Hamilton.....	46-2	42-9	44-3	27-3	24-2	30-2	45-2	46-1	31-5	52-8	20-3	19-2	56-0	13-0	45-6	37-0	6-0	4-2	7-4 8-8
28—Kingston.....	47-3	42-4	45-0	27-5	24-0	....	46-0	44-6	31-0	52-8	20-3	19-4	55-9	12-0	44-6	34-0	6-0	4-3	7-6 9-2
29—Kitchener.....	45-2	42-5	44-3	26-9	23-9	30-5	47-9	45-4	31-8	52-5	20-5	20-1	53-6	12-0	45-3	34-9	6-7	4-0	7-3 8-9
30—London.....	46-6	43-2	43-9	27-4	24-2	30-2	46-0	45-9	30-7	51-9	20-5	19-8	54-7	12-0	45-5	34-5	6-0	4-0	7-3 8-8
31—Niagara Falls.....	46-2	42-3	44-3	26-7	23-1	....	46-5	44-4	31-9	52-5	20-6	19-7	56-2	12-5	45-2	....	6-0	4-0	6-4 8-9
32—North Bay.....	45-5	41-8	44-0	26-5	24-8	....	48-2	....	....	51-0	....	19-7	59-0	13-0	45-2	....	6-7	4-2	8-0 9-7
33—Oshawa.....	45-3	43-0	45-2	27-4	23-7	....	47-0	46-2	30-4	52-2	20-8	19-5	55-7	12-0	45-4	34-7	6-0	4-0	7-3 9-0
34—Ottawa.....	46-4	43-1	44-2	26-9	23-9	30-4	46-5	44-6	31-1	53-5	20-6	19-4	57-6	12-0	44-5	32-2	6-7	3-8	7-5 8-8

COAL AND RENTALS IN CANADA, SEPTEMBER, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 4 lb. package	Coal		Rent (a)	
Tomatoes choice, 2 1/2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-2	15-6	16-0	6-6	8-5	50-9	15-8	20-8	49-2	65-1	44-6	....	38-8	31-5	8-6	8-1	54-1	38-0	.....	11-90	24-00-28-00(b)	1
17-0	15-3	15-6	7-1	7-1	46-1	16-4	18-7	46-3	54-3	48-0	23-0	40-2	33-6	8-6	8-4	50-0	38-0	.....	12-63	27-50-31-50	2
.....	15-0	15-3	7-0	7-4	52-5	16-1	19-7	48-2	52-1	47-8	24-7	37-9	31-9	8-2	8-2	52-9	38-0	.....	.....	16-00-20-00	3
.....	15-7	15-4	6-8	7-1	52-9	17-4	19-1	50-3	57-6	45-8	....	39-3	31-3	8-6	8-5	50-5	37-8	.....	7-08	18-00-22-00(b)	4
.....	15-2	15-3	6-9	7-2	51-4	18-3	19-6	48-0	60-8	42-5	24-2	38-5	33-3	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
.....	15-3	.....	7-0	7-1	54-7	16-2	21-2	48-3	57-0	....	....	39-7	30-2	8-5	8-3	51-3	37-9	.....	12-41	21-00-25-00(b)	6
.....	15-3	14-8	6-9	6-9	48-9	16-9	19-4	48-0	55-9	....	21-0	39-2	31-5	9-0	8-9	51-2	38-0	.....	11-91	26-00-30-00(b)	7
16-6	15-3	14-7	6-9	6-5	46-9	16-7	....	51-5	54-6	45-3	....	38-0	31-0	8-5	8-3	48-2	38-0	.....	13-03	20-50-24-50(b)	8
.....	14-9	.....	7-0	8-8	58-3	15-7	20-7	49-3	55-0	44-7	....	40-0	....	8-6	8-2	53-6	40-0	18-00	.....	.....	9
14-2	14-6	15-1	7-4	7-0	54-6	14-9	17-6	37-8	44-9	41-0	....	35-7	29-3	8-3	8-1	45-7	38-9	16-75	.....	15-50-19-50	10
14-3	14-3	14-4	7-1	7-3	50-6	15-7	19-2	41-6	39-1	41-7	21-0	36-3	30-2	8-0	8-0	47-1	39-5	16-75	.....	23-00-27-00(b)	11
15-2	15-2	15-0	7-6	7-6	48-5	16-2	19-7	43-9	47-2	43-8	24-3	37-5	31-6	8-1	7-9	44-0	40-0	16-00	.....	27-50-31-50(b)	12
14-3	15-0	15-2	7-8	8-3	55-5	15-5	17-8	46-9	45-4	47-5	....	36-9	32-3	8-0	7-8	42-9	40-1	15-75	.....	16-00-20-00(b)	13
14-3	15-0	15-0	6-5	8-1	50-4	15-6	19-3	45-7	47-2	43-3	....	38-5	....	8-0	7-9	42-3	40-0	15-50	.....	.....	14
15-5	14-9	15-4	6-7	7-4	52-2	15-7	19-7	43-9	43-1	46-0	22-5	39-0	32-3	8-0	8-0	41-6	39-5	17-50	.....	20-00-24-00(b)	15
14-4	14-6	15-3	7-9	7-7	59-4	16-6	19-2	44-7	48-6	43-1	....	38-5	30-6	7-9	7-7	48-7	39-4	16-25	.....	.....	16
14-5	14-9	15-6	7-1	8-0	53-5	18-0	19-0	48-4	48-3	44-0	....	38-5	31-4	8-1	7-6	47-8	39-3	19-00	.....	14-00-18-00(b)	17
14-5	14-8	14-8	7-1	8-2	49-9	15-6	20-7	43-8	47-1	42-7	....	37-4	....	8-4	8-0	47-3	40-0	16-00	.....	20-00-24-00(b)	18
13-0	14-2	.....	6-5	6-5	48-6	16-2	18-9	41-5	44-3	....	....	34-8	30-2	8-4	8-3	44-9	39-0	16-00	.....	.....	19
14-1	15-0	15-0	6-9	6-8	49-0	17-4	18-5	41-4	46-6	39-7	24-5	34-4	29-0	8-3	8-3	45-6	39-2	16-00	.....	22-00-26-00	20
14-7	14-6	15-0	6-4	7-1	57-0	16-6	20-3	41-5	49-0	....	....	35-8	29-0	8-3	8-1	44-8	38-4	16-00	.....	20-00-24-00	21
.....	15-7	.....	6-4	6-9	47-7	17-3	18-9	38-2	41-6	....	24-5	34-9	30-2	8-5	8-5	42-2	38-2	16-00	.....	21-50-25-50	22
14-7	15-5	15-0	6-4	7-5	53-0	....	....	41-3	42-0	....	....	34-8	30-0	8-1	8-1	45-6	38-6	16-50	.....	23-00-27-00(b)	23
14-3	14-6	14-6	6-6	7-0	54-7	15-7	18-9	44-7	48-4	42-9	20-7	36-5	26-5	8-7	8-6	41-7	38-1	16-80	.....	25-50-29-50	24
.....	15-5	14-3	6-7	6-7	50-9	16-0	17-2	39-6	46-6	43-0	20-7	33-7	29-4	8-5	8-3	44-3	39-6	16-00	.....	22-00-26-00	25
.....	16-1	.....	6-5	6-8	50-5	17-0	18-5	41-0	43-6	....	....	34-8	28-0	8-5	8-4	44-0	38-6	16-00	.....	22-50-26-50	26
.....	14-7	14-3	6-3	6-8	49-9	17-3	17-6	45-0	43-2	41-9	21-7	34-3	29-2	8-1	8-1	43-0	39-4	15-50	.....	26-50-30-50	27
16-0	14-9	15-3	6-8	7-0	53-5	17-1	17-8	45-2	44-5	43-3	....	36-2	29-4	8-1	8-0	43-7	38-8	16-00	.....	29-50-33-50	28
14-3	15-0	.....	6-8	6-7	46-1	16-6	17-5	42-2	44-8	42-2	23-1	34-8	29-7	8-6	8-4	42-3	39-4	16-00	.....	27-50-31-50	29
16-3	15-2	15-0	6-6	6-8	48-0	16-0	18-0	43-2	43-7	42-0	22-3	33-9	28-5	8-6	8-4	44-1	39-2	16-50	.....	26-50-30-50	30
.....	13-7	.....	6-1	6-0	45-5	16-7	17-3	44-6	41-7	....	22-3	34-5	27-7	8-5	8-6	44-3	39-4	14-63	.....	25-00-29-00	31
.....	15-1	.....	6-5	6-6	53-9	16-6	18-3	44-7	47-7	....	....	36-2	....	9-0	8-9	50-6	39-5	17-25	.....	23-00-27-00	32
15-7	15-0	.....	7-2	6-8	42-7	18-0	17-7	43-9	43-7	....	....	35-6	28-5	8-5	8-2	46-5	39-5	16-00	.....	25-50-29-50	33
14-3	14-8	14-6	7-0	7-6	49-9	16-7	19-4	46-0	44-1	43-7	....	37-5	30-0	8-3	8-0	43-9	38-9	16-75	.....	31-00-35-00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					(c)	Pork					(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.		Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced rind-on, per lb.											Lard, pure, per lb. package	Shortening, Vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rollod oats, package, per lb.	Corn flakes, 8 oz. package,
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	45-1	42-6	44-0	26-7	23-4	....	45-0	45-7	31-5	53-0	20-6	19-9	54-3	12-0	45-3	34-0	6-0	4-2	6-8	9-1	
36—Peterborough.....	47-9	44-5	45-4	28-0	25-0	32-0	46-0	45-2	30-8	51-7	20-6	19-3	55-5	12-0	45-4	35-4	6-0	4-3	7-6	8-5	
37—Port Arthur.....	46-0	42-3	43-3	26-0	23-8	29-0	48-4	46-1	32-8	53-4	19-4	19-3	56-4	13-0	45-0	....	6-3	4-1	6-3	6-9	
38—St. Catharines.....	46-3	42-4	44-0	27-3	24-5	30-8	47-0	46-2	31-3	51-5	20-8	19-5	56-5	12-5	45-6	36-6	6-0	4-1	7-1	8-9	
39—St. Thomas.....	46-5	42-9	43-9	27-2	24-0	30-6	46-3	45-5	32-1	51-9	20-8	20-2	55-3	12-0	45-6	34-4	6-0	4-2	7-5	9-2	
40—Sarnia.....	46-4	43-6	43-7	28-7	24-4	33-3	46-8	46-3	31-6	51-4	20-5	20-5	55-4	12-0	45-7	34-8	6-0	4-0	7-1	9-2	
41—Sault Ste. Marie.....	46-8	42-7	42-6	27-5	25-4	....	45-6	43-2	30-0	50-3	19-9	19-3	58-3	13-0	44-8	34-6	6-7	4-0	7-2	8-8	
42—Stratford.....	44-5	41-9	42-9	26-9	23-9	....	45-0	45-2	29-0	52-0	20-5	20-6	53-0	12-0	45-2	36-6	5-3	3-9	7-6	9-1	
43—Sudbury.....	45-3	41-8	41-5	26-7	24-8	28-0	46-3	42-8	32-7	49-9	20-6	20-1	58-4	13-0	44-4	35-0	6-7	4-1	7-4	8-9	
44—Timmins.....	47-3	42-7	45-1	27-2	23-8	29-6	47-4	44-4	....	51-5	21-0	19-9	58-7	14-0	44-7	35-8	6-7	4-2	7-6	9-5	
45—Toronto.....	47-0	43-2	45-3	28-0	23-7	30-5	46-7	46-7	30-7	53-1	19-9	19-4	57-1	13-0	45-2	37-7	6-7	4-2	7-1	8-6	
46—Welland.....	45-2	42-4	42-7	26-5	23-6	29-8	46-5	44-2	31-8	52-3	20-9	20-2	55-1	13-0	45-5	36-8	6-7	4-1	7-2	8-9	
47—Windsor.....	46-3	42-2	44-5	26-9	24-1	....	47-5	46-8	32-2	51-9	20-4	19-7	56-1	13-0	45-0	36-1	6-0	4-1	7-2	8-8	
48—Woodstock.....	46-7	43-7	45-0	29-0	25-2	....	....	45-7	....	50-6	20-5	19-7	55-0	12-0	45-0	33-3	6-0	3-8	6-9	8-8	
Manitoba—																					
49—Brandon.....	43-8	40-3	41-3	24-8	23-7	....	46-3	45-0	....	50-0	19-1	21-3	52-7	12-0	42-8	....	7-1	3-8	5-5	9-0	
50—Winnipeg.....	44-2	39-4	37-2	24-8	22-2	27-7	43-9	43-7	31-7	50-3	18-6	19-8	54-1	12-0	42-4	....	8-0	3-6	6-4	8-8	
Saskatchewan—																					
51—Moose Jaw.....	42-2	38-6	38-6	24-4	21-3	....	45-3	39-0	28-7	50-4	18-3	21-5	....	13-0	42-5	....	7-2	3-8	6-5	8-8	
52—Prince Albert.....	....	....	....	....	....	....	....	....	....	49-2	19-0	21-0	47-7	12-0	43-3	....	6-0	4-0	6-4	8-7	
53—Regina.....	43-2	39-4	39-8	24-3	22-2	27-1	43-4	41-2	28-4	49-7	18-7	22-1	53-1	12-0	42-5	....	6-8	3-9	5-5	9-1	
54—Saskatoon.....	42-9	39-5	37-3	24-4	21-2	28-0	43-6	41-4	27-5	49-2	18-4	20-8	50-9	12-0	42-2	37-2	7-2	3-7	6-1	8-9	
Alberta—																					
55—Calgary.....	44-8	40-4	40-2	24-9	22-4	27-5	43-6	....	....	50-7	18-7	20-6	53-5	12-0	43-0	36-7	7-2	3-8	5-7	8-7	
56—Drumheller.....	43-2	39-8	39-0	24-4	21-5	24-0	....	44-0	30-0	50-1	19-0	21-7	50-4	12-0	44-5	....	8-0	4-4	7-2	9-0	
57—Edmonton.....	44-7	40-2	40-5	24-4	22-8	26-3	41-6	41-3	26-7	50-4	18-7	21-2	52-2	12-0	43-3	35-7	7-2	3-8	6-4	8-7	
58—Lethbridge.....	44-0	40-0	37-8	24-4	21-5	25-5	41-3	43-2	28-4	49-1	19-0	21-9	52-9	12-0	43-0	....	8-0	3-9	5-9	8-7	
British Columbia—																					
59—Nanaimo.....	49-2	44-1	45-2	28-0	24-6	....	45-0	....	....	51-6	....	21-0	49-8	14-0	45-0	....	9-0	4-3	7-3	9-4	
60—New Westminster.....	47-1	42-4	42-3	25-9	23-5	29-5	43-9	....	....	52-1	20-5	20-5	49-9	12-0	44-8	35-7	8-5	4-1	7-3	9-2	
61—Prince Rupert.....	45-0	42-4	45-5	26-0	24-0	29-0	45-5	....	....	53-0	20-6	21-9	56-5	17-0	45-0	....	10-0	4-9	8-3	9-7	
62—Trail.....	46-5	42-5	44-6	25-8	24-8	29-0	46-0	44-0	....	52-8	20-0	22-8	55-4	15-0	44-9	36-0	9-0	4-0	7-2	9-3	
63—Vancouver.....	47-7	43-1	43-9	27-0	24-3	28-7	44-0	46-0	33-3	52-6	20-4	20-3	50-6	12-0	44-7	35-8	9-6	4-1	7-0	8-9	
64—Victoria.....	47-4	43-4	44-6	26-9	24-0	29-3	46-5	46-5	32-3	53-3	20-9	21-2	52-5	13-0	44-9	....	9-0	4-3	7-3	9-0	

COAL AND RENTALS IN CANADA, SEPTEMBER, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Tea, black, medium, per ½ lb. package	Coal		Rent (a)		
Tomatoes, choice, 2½ s (23 oz.) per tin	Pears, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.		Anthracite, per ton	Bituminous, per ton			
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$		
.....	15-1	.....	7-0	6-9	47-1	15-8	17-2	45-5	48-1	.....	.....	36-0	30-7	8-6	8-5	47-8	39-2	16-50	.....	16-00-20-00	35
13-2	14-3	.....	6-5	7-3	47-1	16-9	18-8	44-2	42-1	.....	.....	37-8	29-4	8-7	8-6	43-2	39-1	16-75	.....	24-00-28-00	36
14-7	15-0	14-5	6-6	7-2	52-0	16-0	18-8	42-7	44-7	43-2	20-9	37-6	28-3	8-6	8-5	42-6	38-4	16-80	.....	23-00-27-00	37
13-5	14-6	14-3	6-3	6-7	45-6	16-6	18-3	42-1	45-6	41-4	.....	33-9	28-0	8-5	8-2	43-7	39-5	15-75	.....	27-00-31-00	38
15-1	15-5	14-7	6-8	7-6	48-4	16-1	17-1	44-3	47-1	.....	.....	35-9	27-0	8-7	8-6	46-0	40-0	16-00	.....	21-00-25-00	39
14-7	16-2	.....	7-1	7-2	47-7	16-6	17-9	41-6	43-2	.....	.....	36-0	28-4	8-8	8-7	45-0	39-3	16-50	.....	.....	40
.....	14-9	.....	6-1	6-9	52-2	15-8	18-4	42-7	46-6	.....	.....	36-3	28-3	8-5	8-5	42-0	39-0	17-00	.....	23-00-27-00	41
.....	15-1	15-0	6-5	6-9	45-3	17-6	18-8	42-6	46-5	44-0	22-6	34-2	31-3	8-8	8-6	45-7	38-7	16-00	.....	21-50-25-50	42
14-5	15-0	14-8	6-7	7-4	48-1	16-9	19-5	41-7	49-2	45-0	23-0	36-0	30-0	8-8	8-5	44-9	38-7	17-75	.....	28-00-32-00	43
15-0	15-4	15-4	6-2	7-1	56-0	17-6	19-7	45-3	47-7	46-5	.....	36-7	33-0	8-8	8-9	42-7	39-2	19-50	.....	27-50-31-50	44
14-1	14-7	14-2	6-4	6-3	46-5	16-7	19-0	41-3	42-3	42-4	21-8	35-2	29-3	8-2	8-0	45-0	38-6	15-50	.....	32-50-36-50	45
.....	14-2	.....	6-3	6-2	48-7	.....	17-3	43-6	41-4	42-0	22-2	34-9	28-0	8-3	8-3	41-2	39-1	15-50	.....	.....	46
13-9	15-2	14-9	6-5	6-5	46-7	16-4	17-1	43-1	41-4	.....	.....	33-7	27-4	8-2	8-0	43-4	38-7	16-00	.....	25-00-29-00	47
14-3	15-1	.....	6-6	6-4	44-9	17-2	17-5	42-1	46-7	.....	.....	34-6	28-8	8-6	8-5	45-3	39-2	16-00	.....	22-50-26-50	48
16-4	15-9	16-2	7-0	5-9	43-5	16-7	18-6	45-7	44-0	.....	21-9	38-6	28-4	9-2	9-0	45-9	38-0	.....	8-45	21-00-25-00	49
15-5	16-0	15-7	7-2	6-7	41-3	15-7	18-6	47-6	40-6	44-1	22-2	37-4	27-1	9-0	9-0	37-7	37-7	.....	12-95	26-00-30-00	50
16-5	15-3	15-7	7-1	6-6	45-0	16-0	20-3	46-5	43-6	.....	21-8	37-3	28-3	9-7	9-7	44-0	37-8	.....	10-30	22-50-26-50	51
17-0	16-1	16-6	7-4	7-5	53-3	17-0	20-3	45-0	50-1	40-8	23-1	38-6	28-9	9-9	9-6	42-6	38-1	.....	10-50	19-50-23-50	52
16-4	15-5	15-8	7-2	7-0	43-4	16-0	20-1	44-0	39-9	42-6	21-9	37-9	28-5	9-3	9-7	44-0	38-1	.....	11-50	28-50-32-50	53
17-3	17-0	17-1	7-6	7-5	44-3	17-0	20-7	47-5	48-3	46-4	22-2	37-2	28-3	9-7	9-9	45-0	37-9	.....	10-10	22-50-26-50	54
16-4	15-2	15-9	7-4	6-8	46-0	16-4	20-0	44-8	47-4	43-4	21-1	34-3	29-6	9-0	9-5	42-2	37-7	.....	8-25	26-00-30-00	55
.....	15-9	16-2	7-9	7-5	53-5	15-9	20-9	43-3	49-7	46-0	22-8	35-7	30-3	9-6	9-7	42-7	38-0	.....	.....	21-00-25-00	56
16-1	15-3	15-7	7-4	7-4	48-4	16-6	19-2	47-1	44-0	51-2	21-0	35-7	28-0	9-2	9-3	43-6	37-4	.....	5-40	24-50-28-50	57
.....	14-9	15-4	7-5	6-7	38-8	15-3	20-7	47-9	44-6	42-7	21-6	34-2	29-3	9-3	9-4	44-3	37-5	.....	4-90	22-00-26-00	58
.....	15-7	.....	8-3	7-7	51-4	.....	.....	40-7	40-0	56-3	20-2	32-0	26-7	8-9	8-9	40-6	38-4	.....	.....	17-00-21-00	59
14-8	15-4	15-6	7-9	6-0	48-2	13-4	18-6	38-7	37-0	.....	21-1	33-3	25-7	8-0	7-9	37-7	37-9	.....	13-00	20-50-24-50	60
16-2	16-2	17-0	8-1	7-5	60-9	14-3	.....	47-1	48-4	49-3	22-1	34-5	28-9	8-9	8-7	44-1	38-3	.....	13-65	20-00-24-00	61
.....	16-0	.....	8-7	7-1	53-3	14-0	.....	45-0	48-7	.....	21-7	34-3	28-1	8-9	8-8	40-5	37-7	.....	10-75	23-00-27-00	62
16-8	14-9	15-3	7-0	6-7	42-6	14-5	20-0	43-0	37-5	52-7	21-4	31-4	26-4	8-0	8-1	40-1	37-8	.....	13-05	23-50-27-50	63
15-7	15-9	16-0	8-2	6-6	49-5	14-0	19-2	42-7	38-1	46-3	20-1	32-1	25-4	8-9	8-4	44-4	38-4	.....	13-30	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	Sept. 1926	Sept. 1929	Sept. 1933	Sept. 1941	Sept. 1942	Sept. 1943	Sept. 1944	Sept. 1945	Aug. 1946	Sept. 1946
All commodities.....	64.0	127.4	155.9	97.3	98.5	97.8	68.9	93.3	95.8	101.1	102.3	103.3	109.2	.....
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	96.2	98.9	62.5	79.1	85.2	92.6	94.5	96.3	97.8	.....
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	98.9	108.9	60.6	100.1	100.5	108.4	106.0	107.7	115.4	.....
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	99.5	91.2	71.7	96.9	91.9	91.9	91.7	91.8	98.2	.....
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.2	93.7	63.8	98.8	101.7	113.4	118.1	120.5	131.0	.....
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.4	93.8	85.5	112.6	115.8	115.7	117.0	117.1	128.5	.....
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.8	98.2	67.5	77.5	79.7	79.7	79.7	78.9	89.7	.....
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.2	93.2	85.0	97.2	99.2	100.5	102.3	101.4	102.6	.....
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.3	95.5	81.5	102.3	102.2	100.3	100.1	99.2	94.4	.....
Classified according to Purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	98.5	96.0	72.7	95.4	95.4	97.0	97.2	97.9	101.5	.....
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	97.2	103.7	65.7	94.7	97.8	102.4	100.7	102.9	108.0	.....
Other Consumers Goods.....	62.2	91.9	126.3	101.4	99.4	90.8	77.3	95.8	93.8	93.4	94.8	94.6	97.1	.....
II. Producers Goods.....	67.7	133.3	164.8	98.8	99.4	98.9	65.6	85.5	89.1	97.0	99.7	100.3	105.8	.....
Producers' Equipment.....	55.1	81.9	108.6	104.1	97.1	94.7	85.6	107.5	110.0	114.3	118.5	118.1	120.2	.....
Producers' Materials.....	69.1	139.0	171.0	98.2	98.7	98.4	63.4	83.1	86.8	95.1	97.6	98.3	104.2	.....
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.6	80.8	112.2	114.8	123.0	127.4	127.0	134.8	.....
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	98.4	99.3	60.4	78.2	82.0	90.4	92.5	93.4	99.0	.....
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	96.5	96.1	62.7	78.6	82.0	88.6	90.1	91.3	93.3	.....
B. Animal.....	70.1	129.0	146.0	95.9	98.2	105.2	62.7	97.8	97.7	101.6	100.3	101.6	107.0	.....
Farm (Canadian).....	64.1	132.6	160.6	88.0	96.7	107.7	54.6	73.3	84.3	97.9	101.1	103.5	111.1	.....
II. Marine.....	65.9	111.6	114.1	91.7	100.7	105.5	66.5	95.5	115.0	135.3	129.8	131.4	149.8	.....
III. Forest.....	60.1	89.7	151.3	106.8	100.1	93.5	64.0	98.5	101.2	117.3	117.3	119.8	130.0	.....
IV. Mineral.....	67.9	115.2	134.6	106.4	99.7	92.7	81.6	97.0	98.7	99.3	100.5	99.8	104.3	.....
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.3	101.8	59.9	84.6	90.6	101.2	103.4	105.8	108.4	.....
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	98.6	94.1	71.5	92.5	92.0	93.6	93.6	94.0	99.5	.....

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings,

etc., with their weight, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527 became effective on December 1, 1941, (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Price Control in Canada*.

Wholesale Prices, August, 1946

The general wholesale price index for August was 109.2. This was actually lower by 0.3 from the preceding month, a seeming contradiction of the general upward trend. But this interruption is a seasonal phenomenon. The same thing happened in August in four of the past five years. The halt is largely due to the usual seasonal dip in certain farm products. Vegetable products showed a temporary dip in August every year during the past five years.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910=1000	1936-1939=1000	1936-1939=1000	180	1926-1930=1000
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	(a)	(a)	(c)	1910=1000	1936-1939=1000	1936-1939=1000	1930=1000	1926-1930=1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(a) 100	.....	(a) 100	125	814	.....	(d) 1150	.....	(b) 628
1914.....	65.5	79.7	68.1	71.8	.....	123	.....	(h) 100	190	855	.....	.....	.....	855
1915.....	70.4	80.7	69.5	72.5	.....	146	.....	.....	1204	876	.....	.....	.....	876
1916.....	84.3	87.0	85.5	77.9	.....	176	.....	.....	1379	724	.....	.....	.....	882
1917.....	114.3	102.4	111.5	91.6	.....	203	.....	.....	1583	998	.....	.....	.....	1024
1918.....	127.4	115.6	131.3	107.5	.....	215	.....	.....	1723	906	.....	.....	.....	986
1919.....	131.9	127.4	138.6	123.8	.....	249	.....	.....	1854	1177	.....	.....	.....	1225
1920.....	136.0	134.0	146.4	143.0	.....	226	.....	.....	200	1458	.....	.....	.....	850
1921.....	155.9	145.4	154.4	143.0	.....	226	.....	.....	2512	1330	.....	.....	.....	912
1922.....	110.0	129.9	97.6	127.7	.....	183	.....	.....	1805	1428	.....	.....	.....	1019
1923.....	97.3	120.4	96.7	119.7	.....	153	.....	.....	1445	1101	.....	.....	.....	952
1924.....	121.8	121.8	100.0	126.4	.....	172	.....	.....	1387	1063	.....	.....	.....	1010
1925.....	125.6	125.6	96.7	122.6	.....	166	.....	.....	1358	1069	.....	.....	.....	1006
1926.....	86.4	121.7	95.3	122.5	.....	164	.....	.....	1305	1066	.....	.....	.....	1006
1927.....	132.9	120.8	86.9	119.4	.....	157	.....	.....	1155	1041	.....	.....	.....	988
1928.....	86.6	101.4	85.7	92.4	.....	140	.....	.....	1047	952	.....	.....	.....	963
1929.....	77.1	102.2	78.0	100.8	.....	166	.....	.....	1174	1000	.....	.....	.....	904
1930.....	75.0	105.6	77.1	99.4	.....	158	.....	.....	1146	999	.....	.....	.....	951
1931.....	82.9	106.2	87.3	106.2	.....	184	.....	.....	1273	1034	.....	.....	.....	1029
1932.....	94.4	109.6	95.6	112.5	.....	199	.....	.....	1384	1082	.....	.....	.....	1061
1933.....	95.7	117.0	99.8	118.4	.....	200	.....	.....	1398	1111	.....	.....	.....	1195
1934.....	100.0	118.4	103.1	123.6	.....	199	.....	.....	1569	1173	.....	.....	.....	1311
1935.....	102.5	118.9	104.0	125.5	.....	199	.....	.....	1376	1416	.....	.....	.....	1073
1936.....	103.6	119.5	105.8	128.4	.....	201	.....	.....	1600	1416	.....	.....	.....	1109
1937.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1766	1513	.....	.....	.....	1002
1938.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1822	1558	.....	.....	.....	(e) 1003
1939.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1792	1584	.....	.....	.....	(e) 1004
1940.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1941.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1942.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1943.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1944.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1945.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1946.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1947.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1948.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1949.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1950.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1951.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1952.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1953.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1954.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1955.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1956.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1957.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1958.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1959.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1960.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1961.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1962.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1963.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1964.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1965.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1966.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1967.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1968.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1969.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1970.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1971.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1972.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1973.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1974.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1975.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1976.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1977.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1978.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1979.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1980.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1981.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1982.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1983.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1984.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1985.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1986.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1987.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1988.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1989.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1990.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1991.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1992.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1993.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1994.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1995.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1996.....	103.6	119.5	105.7	128.5	.....	203	.....	.....	1808	1611	.....	.....	.....	(e) 1001
1997.....	103.6</													

This month, vegetable products receded 1.4 points. This was due to lower prices for potatoes, onions, rye, oranges and lemons, which out-weighted the strength in linseed oil, turpentine, canned peaches and canned tomatoes. A decline of 0.3 to 115.4 for animal products was due to lower quotations for livestock, fresh meats and fowl, overbalancing increases for canned salmon, footwear, butter and eggs. Wood, wood products and paper advanced 0.5 to 131.0 due to higher furniture prices. Non-ferrous metals moved up 0.4 to 89.7 due to an increase in the average price of silver. A higher quotation for steel pipe supported a gain of 0.2 to 128.5 in the iron and steel group. Steel plates, cold rolled sheets

and wire were lower in this series. Textile products at 98.2, non-metallic minerals at 102.6 and chemical products at 94.4 were unchanged in August.

Canadian farm products weakened 2.7 points to 111.1 between July and August. The main reasons for this have been stated above. Field products dropped 3.4 points to 100.3 due to lower quotations for potatoes, onions, rye and barley which outweighed a minor increase in hay. In the animal products section, lower livestock and fowl prices overbalanced an advance in eggs, with the result that the August animal products index dropped 1.3 points to 129.3.

Publications Received Recently in Library of Department of Labour, Ottawa

THE following publications may be obtained on loan, without charge, from the Library, Department of Labour. Future lists will be published quarterly commencing January, 1947.

1. *Atmospheric Conditions in Australia Textile Mills*. Department of Labour and National Service. Industrial Welfare Division. Melbourne, Australia, 1945.
2. *Bricklaying*. Department of Labour and National Service. Industrial Training Division, Melbourne, Australia, 1946. 119 p.
3. *British Standards Yearbook, 1944-1945*. British Standards Institution. London, 1945.
4. *Careers in Science*. In collaboration with Vocational Guidance Research, by Philip Pollack. New York, 1945. 222 p.
5. *Careers for Women in Banking and Finance*, by D. E. C. Campbell. New York, 1944. 260 p.
6. *Carpentry and Joinery*. Department of Labour and National Service. Industrial Training Division. Melbourne, Australia, 1945. 218 p.
7. *Causes of Labour Unrest*; testimony of A. F. Whitney, President, Brotherhood of Railroad Trainmen, before special sub-committee of the Committee on Labour, U.S. House of Representatives. Brotherhood of Railroad Trainmen, Cleveland, 1946, 126 p.
8. *Chart of Privy Council Decisions with Reference to the British North America Act*. Canada. Privy Council, Ottawa, 1946, 3 p.
9. *Chronic Pulmonary Disease in South Wales Coalminers*. Experimental Studies, by Medical Research Council. H.M.S.O., 1946. 94 p.
10. *Coal Industry Nationalisation*; a Bill as Amended by standing Committee C. to establish public ownership and control of the coal mining industry and certain allied activities. Presented by Mr. Shinwell, London, 1946, 55 p.
11. *Co-operative Funeral Associations*; by James Myers. Cooperative League of the U.S.A., Chicago, 1946. 39 p. Contents: Privately Owned Funeral Business; Co-operative The Way Out; Types; Organization Program; Future of Cooperative Funeral Association; List of Cooperative Funeral Associations.
12. *Drivers' Handbook*; by Accident Prevention Associations of Ontario Class 20. Toronto, 1946, 28 p.
13. *Education and Training Opportunities*; a Counsellor's Handbook, by J. H. Hughes. State Department of Education, Augusta, Maine, 56 p.
14. *Education: The Road to Freedom*; a Handbook for Officers and Members of Local Union Educational Committees. Canadian Congress of Labour, Ottawa, 1945, 34 p.
15. *Efficient Seeing in Industry*; by L. D. Wright. Institute of Industrial Management, Melbourne, Australia, 1945, 24 p.
16. *The Foreman's Handbook*; by Carl Heyel. McGraw-Hill Book Co., New York, 1943, 410 p. Contents: A Breakdown of fore-

- men's jobs; Quality control and waste reduction; Planning and scheduling; Time study and methods improvement; Cost control by foremen; What to do about safety; Industrial fatigue; Special problems in supervising women; Modern wage-payment plans; Job evaluation; Merit rating of employees; What the foreman should know about labour legislation.
17. *Go left Young Man*; by Leslie E. Wismer. Bellman Publishing Co. Ltd., Toronto, 1946, 127 p. Contents: Gives reasons; supported by facts of our Canadian Economy; why we should put our Trust in Socialism.
 18. *How to Build a Unit of Work*; by R. G. Strickland. U. S. Office of Education. Washington, 1946, 48 p.
 19. *Increase in Old Age, Widows' and Blind Persons' Pensions*; presented by the Minister of National Insurance to Parliament by Command of His Majesty. London, H.M.S.O., 1946, 11 p.
 20. *Industrial Accident Records; Their Compilation and Use*, Department of Labour and National Service; Industrial Welfare Division. Melbourne, Australia, 1945, 42 p.
 21. *Information about the Government's Wage-Policy* (with Regulation); U. S. Office of Economic Stabilization. Washington, 1946, 36 p.
 22. *The Interview in Counseling*; an outline of interviewing procedure for use of community advisory centres; U.S. Retraining and Re-employment Administration, Washington, 1946, 25 p.
 23. *Jobs, Production and Living Standards*; by E. A. Goldenweiser. Board of Governors of the Federal System. Washington, 1945, 85 p.
 24. *Labour-Management Economics*; a Basic Practical Summary in collaboration with Stevenson, Jordon and Harrison, Inc.; by W. V. Owen. Ronald Press, New York, 1946, 121 p.
 25. *Machine Tools Accessories*; U.S. Bureau of Labor Statistics, Washington, 1945, 100 p.
 26. *Management Almanac*; (a handbook of facts for executives and labor officials); by National Industrial Conference Board, New York, 1946, 365 p. Contents: The labour force; Cost of living; Compensation; Work schedules; Collective bargaining; Industrial disputes; Unemployment compensation; Employment procedure; Training of employees; Employees health and recreation; Safety; Employee security.
 27. *Management can be Human*; by Harvey Stowers. McGraw-Hill Book Co., New York, 1946, 131 p.
 28. *Mechanical Power Transmission Safety Orders*, effective January, 1937; by Department of Industrial Relations, Division of Industrial Safety; State Printing Office, San Francisco, 1945, 28 p.
 29. *Meteorology as a Profession*; prepared by Ann Richards Taylor and others. U.S. employment Service. National Roster of Scientific and Specialized Personnel, Washington, 1946, 17 p.
 30. *National Health Service*; a Bill to provide for the establishment of a comprehensive health service for England and Wales. London, H.M.S.O., 1946, 79 p.
 31. *National Health Service*; a Bill (as amended by Standing Committee C and on report) to provide for the establishment of a comprehensive health service for England and Wales. London, H.M.S.O., 1946, 91 p.
 32. *The New Foremanship*; by Morton F. J. B. Chapman and Hall Ltd., London, 1946, 316 p. Classified bibliography p. 296-299. Contents: Includes sections on the new foremanship; The foreman and his job; Selection of foremen; Foremanship training in the U.S.; Foremanship development in Great Britain; Incentive for executives; Bonuses for foremen; Status of foremen; A foremen's charter.
 33. *The Office Supervisor's Functions and Responsibilities*; with a paper on job evaluation; by American Management Association, New York, 1944, 35 p.
 34. *Old-age Insurance for Household Workers*; U.S. Women's Bureau, Department of Labor, Washington, 1945, 18 p.
 35. *101 Ways to be Your Own Boss*; a practical expert guide to small businesses that can be started with \$200 to \$5,000 including exceptional, little-known opportunities in profitable, uncrowded fields; by Michael Gore. Arco Publishing Co., New York, 1945, 128 p.
 36. *Point of Order! How to conduct a Union Meeting*; a handbook for local union Presidents. Canadian Congress of Labour, Ottawa, 1945, 40 p.
 37. *Poland Between Two Wars*; a critical study of social and economic changes; by Ferdynand Zweig. Secker and Warburg, London, 1944, 176 p.
 38. *President's Address, Fifth Annual Convention*; Quebec City; Canadian Congress of Labour, Ottawa, 1944, 12 p.

39. *Prices, Wages and Employment*; by Charles O. Hardy. U.S. Board of Governors of the Federal Reserve System, Washington, 1946, 94 p.
40. *Protection of Children and Young Workers*. Third item on the Agenda, International Labour Office, Montreal, 1946, 257 p.
41. *Public Finance and Full Employment*; by Richard A. Musgrave. Board of Governors of the Federal Reserve System, Washington, 1945, 157 p.
42. *The Rate for the Job*; prepared for the Fabian Women's Group and based on the evidence of the group before the Royal Commission on equal pay; by Margaret Cole. Fabian Publications Ltd., London, 1946, 25 p.
43. *Report of Executive Council Fifth Regular Convention*; Canadian Congress of Labour, Ottawa, 1944, 20 p.
44. *Report to the President by the Fact-Finding Board in the General Motors Dispute*; by U.S. Fact-Finding Board, Washington, 1946, 27 p.
45. *Setting Up an Apprenticeship Program*; a guide to employers in training veterans for the skilled trades. U.S. Apprentice-training Service, Washington, 1946, 30 p.
46. *Statement to the National War Labor Board in support of Union's request to abolish discrimination against married women*; U.S. Women's Bureau, Washington, 1945, 27 p.
47. *The Steel Industry*; by Josephine Perry. Longmans, Green and Co., New York, 1943, 126 p.
48. *Terminal Report of the President's Steel Fact-Finding Board*; U.S. President's Steel Fact-Finding Board, Washington, 1946, 36 numb.
49. *Trends in Workmen's Compensation and Employee Benefits*; American Management Association, New York, 1946, 43 p.
50. *Union Wages and Hours in the Building Trades, July 1 1945*; by J. B. Corkery. U.S. Bureau of Labor Statistics, Washington, 1946, 70 p.
51. *Wages Under National and Regional Collective Bargaining*; experience in seven industries; by Richard A. Lester and Edward A. Robie. Princeton University, Department of Economic and Social Institutions. Industrial Relations Board. Princeton, N.J., 1946, 103 p.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA, C.M.G., LL.D.

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLVI]

NOVEMBER, 1946

[NUMBER 11

Notes of Current Interest

Labour and employment conditions in Canada

Total employment in Canada of persons over fourteen years of age reached a level of 4,860,000 during the last week in August compared to 4,366,000 in mid-November of 1945, according to the fourth of the quarterly labour force surveys undertaken by the Dominion Bureau of Statistics.

This increase of approximately one-half million in the volume of employment was confined to men. Female employment during the same period dropped slightly. At the same time unemployment fell from 177,000 to 117,000. (Sss p. 1614).

Commenting on these figures recently, the Minister of Labour, Hon. Humphrey Mitchell, said that he considered conditions in Canada to be extraordinarily good in the matter of remunerative employment, and that Canada was not far from the peak point of her history in regard to total employment.

He also expressed satisfaction with the success of commissioners appointed by the Dominion Government and conciliation officers of both the Dominion and Provincial Governments in bringing about settlements of strikes.

Of about 26,000 workers who were on strike at the beginning of October only about 700 were still out at the end of the month.

Among the important strikes settled recently were those of employees of steel companies at Hamilton, Sault Ste. Marie and Sydney, rubber companies in several Ontario centres, lumber companies in northern Ontario,

electrical companies at Hamilton and Toronto, motor vehicle manufacturers at Windsor, and Chatham, copper mining companies in British Columbia, metal factories at Toronto and Welland, and chemical companies at Windsor and Amherstburg.

The Minister expressed the belief that the country may now look forward to a peaceful and constructive period of industrial relations since almost without exception the announcement of recent strike settlements had been accompanied by expressions of mutual satisfaction on the part of both employers and employees. This renewed harmony and willingness to bury the hatchet of industrial warfare, the Minister said, should and no doubt will make for full co-operation between management and organized labour, and result in increased production as speedily as stock-piles of materials can be built up.

The Honourable Humphrey Mitchell, Minister of Labour, announced on October 29 that Mr. Clifford A. L. Murchison, K.C., had been appointed Chairman of the National War Labour Board vice the Honourable Mr. Justice M. B. Archibald, resigned.

Mr. Murchison was formerly Secretary of the Board and had been an Alternate Chairman since last June.

He is a former resident of Winnipeg where he had practiced law since graduation from

the University of Manitoba in 1922 and where he sat on the City Council as an alderman for ten years.

Mr. Murchison has been a resident of Ottawa since 1941, in which year he became associated with the Legal Division of the Wartime Prices and Trade Board, of which Board he later was appointed Supervisor of Legal Offices. He transferred to the National War Labour Board in April, 1944, as Executive Assistant in Charge of Reviews and was appointed Secretary in June, 1945.

Design in industry

An exhibition established for the purpose of precipitating wider interest in original Canadian industrial design was recently put on display at the National Gallery in Ottawa. Following its Ottawa showing the exhibition, entitled "Design in Industry", will tour many Canadian cities from coast to coast.

Produced by the National Film Board in collaboration with the Department of Reconstruction, the National Research Council and the National Gallery, it contains a wide variety of articles, ranging from plastic playthings to plywood furniture.

The display was officially opened by Rt. Hon. C. D. Howe, Minister of Reconstruction who stressed the importance of industrial design and stated that, the exhibition presented representative samples of well-designed goods produced in Canada and demonstrated the availability of talent in the country.

The work of assembling, selecting and putting the display together was directed by Mr. Donald Buchanan, Supervisor of Special Projects at the National Film Board. For the purpose of establishing a basis for his selections Mr. Buchanan previously described good design in manufactured articles as a combination "of simplicity, fine proportions and functional utility. It is not," he said, "a question of ornamentation, but of the design of ordinary objects for everyday use."

The necessary talent to expand and improve the industrial design of domestic manufacture is abundantly available in Canada, Mr. Buchanan states in a brochure accompanying the display, but indicates that manufacturers encounter difficulty in locating it. The brochure proposes resolving the problem through the establishment of an Industrial Council of Design, along the lines of the one recently constituted in Great Britain, which would include representatives from the Canadian Manufacturers' Association, the National Research Council and the Royal Society of Architects of Canada. It suggests that such a council would be ex-

tremely helpful in maintaining Canada's position in the competitive market, when the present excessive post-war demand recedes and a buyers' market is again the general rule.

The case of selling under present conditions has resulted in lesser attention being paid to the question of design, but with the return of competition the attractive appearance of Canadian articles can be an important factor in maintaining the high level of demand for this country's products.

A photographic comparison of domestically designed products, with those of other countries, attests to the existence of designing talent in Canada. The exhibit implies that the development and protection of Canada's export and domestic market can be successfully achieved by uniting industry, talent and research in a common effort.

Employment and industrial statistics

The accompanying table contains the latest statistics available reflecting industrial activity in Canada.

Figures are shown for certain months in the current year as compared with the corresponding period in 1945.

Employment and Earnings—The index of industrial employment published by the Dominion Bureau of Statistics advanced from 172.8 in August to 175.4 in September. Comparative figures for certain previous dates are 172.8 for September, 1945; 185.5 for September, 1944; and 119.6 for September, 1939. This substantial increase while seasonal in character was due in part also to increased employment resulting from the settlement of certain strikes. Expansion in all provinces was recorded at the date under review while gains were noted also in most of the industries, both manufacturing and non-manufacturing.

Reports from 16,087 employers indicated combined staffs of 1,793,875 at September 1, an increase of 25,874 workers from the level of the previous month. This increase was larger than at September 1 in any year since 1940 and also exceeded the average increase at that date since 1920. The latest index of employment (base 1926=100) at 175.4 was the highest for September in the last 26 years with the exception of the period 1942-44.

There was a general improvement in manufacturing, although many important strikes were still in existence. The largest gains occurred in the vegetable food, textile, lumber and electrical apparatus groups. This increase in manufacturing was in contrast to the curtailment one year earlier following the ending of the war. Among the non-manufacturing

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	October	September	August	October	September	August
Employment—						
Index ¹		175.4	172.8	168.7	172.8	175.0
Applications for employment ² . No.		6,502	6,062	9,754	10,292	8,460
Vacancies notified ² No.		7,750	6,770	8,189	9,180	8,841
Placements effected ² No.		3,149	2,925	5,076	5,471	4,764
Unemployment insurance claims						
No.		28,555	25,115	26,717	40,473	20,557
Unemployment in trade unions %	1.0			1.4		
Earnings and Hours—						
Index, aggregate weekly payrolls ³		145.6	143.1	137.8	141.1	143.0
Per capita weekly earnings..... \$		32.73	32.64	32.08	32.06	32.09
Average hourly earnings..... cents		70.6	70.0	67.8	69.2	69.5
Average hours worked per week.....		42.7	43.0	44.7	44.1	44.3
Prices—						
Wholesale index ¹		109.1	109.2	102.9	103.3	104.0
Cost-of-living index ⁴	126.8	125.5	125.6	119.7	119.9	120.5
Physical Volume of Business—						
General index ⁴		173.3	178.1	194.5	205.3	212.7
Industrial production ⁴		172.5	175.5	210.8	223.9	226.5
Mineral production.....		147.7	158.9	132.9	150.4	156.2
Manufacturing.....		179.0	180.6	231.9	244.1	247.6
Construction.....		186.9	178.6	142.2	168.7	160.0
Electric power.....		155.2	164.3	144.8	146.3	154.6
Distribution ⁴		175.0	183.4	160.7	166.8	184.0
Carloadings.....		129.2	146.7	129.1	119.4	141.5
Tons carried, freight.....		146.5	179.8	144.5	147.4	201.8
Imports.....		181.7	184.8	154.0	151.1	153.2
Exports.....		172.5	254.6	211.2	239.9	329.0
Retail sales, unadjusted.....		207.8	215.0	203.8	187.1	178.1
Retail sales, adjusted ⁵		213.9	220.8	189.7	186.0	189.8
Wholesale sales.....		259.3	260.4	237.2	217.7	216.3
Other Business Indicators—						
Common stocks, index ¹	†101.7	104.4	116.9	104.2	102.0	99.6
Preferred stocks, index ¹		151.4	157.9	142.5	139.4	137.8
Bond yields, Dominion, index ⁴	†85.0	84.9	85.0	94.4	94.6	94.4
Trade, external, excluding gold. \$		328,013,000	409,218,000	367,300,000	347,240,000	428,766,000
Imports, excluding gold.....		156,096,000	163,224,000	134,404,000	122,259,000	128,134,000
Exports, excluding gold.....		169,779,000	242,685,000	227,901,000	220,810,000	295,049,000
Bank debits to individual accounts.....		5,890,509,000	4,866,540,000	5,749,151,000	5,157,321,000	4,726,596,000
Bank notes in circulation ⁶		1,016,122,000	1,015,903,000	1,007,400,000	1,009,200,000	967,700,000
Bank deposits in savings.....		3,524,145,000	3,465,731,000	2,991,624,000	2,934,845,000	2,833,187,000
Bank loans, commercial, etc....		1,235,806,000	1,209,705,000	978,652,000	969,394,000	987,939,000
Railways—						
Car loadings, rev. freight cars ⁷	329,155	310,752	281,760	302,171	287,146	274,048
Canadian National Railways						
operating revenues..... \$			30,608,000	32,402,000	31,413,000	33,953,000
operating expenses..... \$			28,269,000	27,758,000	26,616,000	26,454,000
Canadian Pacific Railway						
traffic earnings..... \$		25,919,000	25,218,000	28,646,000	26,181,000	26,793,000
operating expenses, all lines.....		26,931,000	24,498,000	23,777,000	23,471,000	25,977,000
Steam railways, revenue freight in ton-miles.....			4,406,259,000	5,494,990,000	5,158,945,000	5,250,968,000
Building permits..... \$		27,493,000	30,942,000	19,501,000	20,038,000	23,293,000
Contracts awarded..... \$		44,816,000	50,414,000	29,428,000	42,045,000	40,531,000
Mineral production—						
Pig iron..... tons		45,078	46,494	140,693	135,227	139,812
Steel ingots and castings..... tons		78,564	88,729	205,846	198,508	224,928
Ferro-alloys..... tons		6,164	6,013	14,555	13,517	15,668
Gold..... oz.		229,904	231,200	229,550	211,529	211,754
Coal..... tons		1,427,000	1,346,000	1,194,000	1,178,000	1,203,000
Copper..... lb.		28,847,000	29,947,000	25,172,000	35,023,000	39,430,000
Nickel..... lb.		15,961,000	15,437,000	17,245,000	16,506,000	21,992,000
Lead..... lb.		29,042,000	30,994,000	32,609,000	29,176,000	28,128,000
Zinc..... lb.		38,564,000	39,163,000	38,860,000	38,459,000	41,521,000
Timber scaled in B.C. F.B.M.		331,968,000	330,675,000	325,095,000	264,353,000	261,332,000
Flour production..... bbl.		2,228,000	2,159,000	2,227,000	2,046,000	2,021,000
Footwear production..... pairs		3,489,000	3,729,000	3,747,000	3,126,000	3,246,000
Output of central electric stations..... k.w.h.		3,265,860,000	3,439,934,000	3,309,021,000	3,079,310,000	3,237,613,000
Sales of life insurance..... \$	† 104,876,000	89,909,000	85,145,000	69,225,000	32,995,000	49,027,000
Newsprint production..... tons		330,063	370,676	310,980	269,960	287,030

† Week ended October 31, 1946.

‡ Base 1926=100.

§ Daily averages.

|| Base June, 1941=100.

¶ Base 1935-1939=100.

* Adjusted, where

necessary, for seasonal variation.

† Notes in the hands of the public at the end of the month.

‡ Figures for four weeks

ended October 26, 1946, and corresponding previous periods.

industries, improvement was shown in logging, transportation, communications, construction and trade. The considerable addition of 5,200 persons to the working forces in construction was contra-seasonal. Moderate declines were noted in mining and in the service industries.

Weekly payrolls of eight leading industries rose 1.7 per cent to \$58,713,734 at September 1. The weekly average per employee was \$32.73 at September 1, as compared with \$32.64 at August 1. Per capita figures at the beginning of September in previous years were: 1945, \$32.06 and 1944, \$31.69. Factors contributing to the higher average figure at September 1, 1946, were the declining number of women workers and the payment of higher wage-rates in numerous industries.

Prices—Based on the 1926 average as 100, the general index of wholesale prices was 109.1 in September as compared with 109.2 in August and 103.3 in September, 1945. The indexes for vegetable and animal products decreased 0.4 and 0.1 points respectively. Increases were noted in wood products, from 131.0 to 131.2 and iron products from 128.5 to 128.6. Unchanged were textile products, non-ferrous metals, non-metallic minerals and chemical products whose indexes were respectively 98.2, 89.7, 102.6 and 94.4. The index of consumers goods declined from 101.5 to 101.4 and of producers' goods from 105.8 to 105.7. The index of Canadian farm products declined 0.6 points, from 111.1 to 110.5.

The cost-of-living index, based on prices in the years 1935 to 1939 as 100, advanced from 125.5 on September 3 to 126.8 on October 1. Increases in consumer milk prices accounted for the major part of the October advance. The food index moved up from 143.2 to 146.5. Results from an October survey of rentals increased the index for this group from 112.6 to 113.4. The fuel and light index changed from 107.2 to 107.3, clothing from 129.6 to 130.2, and homefurnishings and services from 128.4 to 128.8. The miscellaneous items remained at 113.9. The advance in the general index since August, 1939, was 25.8 per cent.

Labour-management production committees

The Industrial Production Co-operation Board had record of 468 labour-management production committees in Canada at September 30, 1946.

The Board pointed out that while various forms of joint consultative committees operate in Canadian industry, only those which conform to the formula of a labour-management production committee laid down in Order in Council P.C. 162 (L.G., 1944, p. 144) are included in its list.

According to the formula the committees must be composed of representatives from labour and management directly engaged in production in the plant where the committee operates. The number of labour representatives, to be chosen in a democratic manner, should be at least equal to the number of management representatives. Committees are advisory and consultative only, and not executive. They should concern themselves exclusively with problems of production, while problems relating to wages, working conditions, and similar matters, including grievances, should be left to the appropriate collective bargaining procedure.

Foremen and production committees

A four-page folder, the first in a series of information bulletins, has been issued by the Industrial Production Co-operation Board on the relationship between the foremen and the labour-management production committee.

The publication says that one of the first moves in establishing a committee should be to enlist the full co-operation and support of the foreman. It points out that if the foreman finds labour and top management meeting on matters closely concerning him and yet completely ignoring him he is likely to develop an active antagonism to the committee.

Eight steps to ensure the support of foremen are listed, among which are the following:—

Top management should give the foremen full details of the plan prior to the committee being set up, and should let foremen see that it is fully behind the plan.

Foremen should be invited to name one or more of their number to represent management on the committee; or alternatively should serve in rotation.

When the suggestion committee receives a suggestion affecting a particular department, it should be discussed with the foreman of the department before being considered by the committee as a whole.

The foreman should be invited to attend the LMPC meeting at which a suggestion affecting his department is considered, with voice but no vote. (In the foreman's own interest he should not have authority to veto any suggestion—the right to recommend acceptance or rejection must remain with the committee.)

Some recognition should be given the foreman when a worker in his department presents an acceptable suggestion. This may take the form of a small token award or it may simply be a note of congratulation from

the committee. The important thing is that the foreman should be made to feel that a good suggestion from someone in his department is counted to his credit.

Benefits accrue to foremen from a properly functioning committee, the publication states. The foreman gains along with everyone else from working in an efficient, highly productive plant. Job security, higher earnings and better opportunities for upgrading are a few of the more obvious results. Moreover, the foreman's work is made easier and less nerve-racking where co-operative attitudes have replaced labour-management strife. He becomes the leader of a team, instead of driving the workers. And finally, through foreman participation on the LMPC new lines of communication are established between top management and the foreman, and a new prestige is given the foreman's position. This helps to give him a greater feeling of security and responsibility.

"Where management gives the foreman his proper role in the LMPC," the folder concludes, "it can be a tremendous boon to the foreman and he in turn can make a major contribution. Where he is ignored the foreman will be disgruntled and the success of the LMPC endangered."

First year of operation of Family Allowances Act

During the first year of operations of the Family Allowances Act, from July, 1945, to the end of June, 1946, a total of \$232,735,314 was paid in respect of children under the Act.

By the end of June allowances were being paid for 3,335,582 children in 1,423,159 families. The average allowance per family was \$13.97, varying from \$11.52 in British Columbia to \$16.53 in Quebec. The average number of children per family was 2.34, the extremes in the same two provinces being 1.91 and 2.81.

Termination of service of Mr. George Hodge with Department of Labour

The retirement of Mr. George Hodge on October 31 marks the termination of the wartime government service of a prominent executive of the Canadian Pacific Railway Company.

Mr. Hodge's services were made available to the Department of Labour early in the war by the Canadian Pacific Railway where he was manager of the Department of Personnel.

For his duties in the Department of Labour Mr. Hodge came particularly well equipped.

He had joined the Canadian Pacific in 1890 under Lord Shaughnessy, only a few years after the first Canadian railway train had

crossed the continent. In the course of a few years he became secretary to that noted administrator. After handling a number of superintendencies, he became general superintendent of the Quebec district in 1912. In 1922 he was promoted to assistant general manager of Eastern Lines.

In 1931 he was made manager of the Department of Personnel in charge of labour relationships. Upon the formation of the Canadian Railway Board of Adjustment in 1918 he served as board member, then as assistant chairman, and latterly as chairman until 1941.

These last two posts gave him a wide experience in labour relations.

In 1940 he was appointed a member of the National Labour Supply Council, and in 1941 he commenced his duties as a member of the Industrial Disputes Inquiries Commission on which his two colleagues were the Hon. Humphrey Mitchell, (now Minister of Labour, but at that time head of the Commission), and Mr. Gilbert Jackson. In its first four months of activity this Commission settled over 50 disputes.

With the formation of the National War Labour Board in 1941 he served as board member with Mr. J. A. McClelland under the chairmanship of Hon. Humphrey Mitchell. When the Board was given judicial status in February 1943, he continued as technical adviser. During the war years, this board handled approximately 3,500 cases.

Mr. Hodge retired from the service of the Government on October 31. That date also marked his retirement from the Canadian Pacific Railway which he had served for 56 years.

C. W. Rump goes to Board of Transport Commissioners

Following a promotional competition, the Civil Service Commission announced recently that Mr. C. W. Rump had been transferred from the Department of

Labour to the position of Assistant Secretary to the Board of Transport Commissioners.

Mr. Rump graduated from the University of Toronto in 1934 and joined the staff of the Department of Labour where he became Assistant Editor of the *LABOUR GAZETTE*, and subsequently served as Industrial Relations Officer.

Mr. Rump is General Secretary of the National Joint Council of the Public Service of Canada, First Vice-President of the Civil Service Association of Ottawa and a member of the National Executive of the Civil Service Federation of Canada.

**Record number
of union
elections in
United States**

The United States National Labour Relations Board reports that during September, 1946, it conducted more union representation elections than in any previous month in its eleven years of authority.

Efforts to organize employees in the smaller plants were indicated by the fact that 82 per cent of the elections did not involve more than one union. The average number of eligible voters per election was 175.

The figures for September also showed that 89 per cent of those who were eligible to do so cast their votes. This proportion was unprecedented in NLRB history.

A total of 684 elections was conducted. During the month the Board received 1,399 new cases, of which 72 per cent were petitions for elections. Only 28 per cent involved allegations of unfair labour practices, which formerly had been the principal cause of applications.

The AFL and CIO unions fared about equally in the elections in which they participated, winning 64 and 65 per cent of them, respectively. The AFL unions participated in 250, and the CIO in 229. Unaffiliated unions won thirty-nine elections, or 68 per cent of those in which they participated. "No union" won a majority of the votes in 148 elections, or 22 per cent of all elections conducted. The results of eighteen elections were indeterminate and run-offs were necessary. Of the 105,975 votes cast, 80 per cent supported collective bargaining by some labour organization.

**Strike
situation in
United States**

A summary of some of the most recent developments in the strike situation in the United States is presented below.

Shipping—A maritime strike, which effectively tied up a total of 1,495 vessels operated by 45 shipping lines for four weeks, was resolved late in October with the ratification of new agreements by the Masters, Mates and Pilots (AFL) and the Maritime Engineers Beneficial Association (CIO) and the lines' operators.

The issue of union security, which blocked early settlement in the Masters, Mates and Pilots dispute, arose over the union demand that captains, as other deck officers, be covered by both preferential hiring and maintenance-of-membership clauses. It was concluded by an agreement to grant preferential hiring to union captains. Maintenance of membership is to be applied to all deck officers other than captains.

Both contracts provide for a 15 per cent wage increase; overtime rates were raised from a flat \$1.25 an hour to \$1.60 an hour. The Maritime Engineers settlement terms includes provision for union preference with respect to newly hired engineers and maintenance of membership for engineers who are or become union members.

Another maritime strike was concluded earlier in the month with the signing of an agreement between the Seafarers International Union (AFL) and nine Atlantic and Gulf coast steamship companies. The strike, which occurred when the United States Wage Stabilization Board refused to authorize agreed-upon wage increases, on the grounds that they were inflationary, was ended when an approval of the new rates was received from Stabilization Director John R. Steelman.

Trucking—An eight week general trucking strike in New York which at its peak virtually halted the flow of goods into the city was terminated late in October when operators, who had held out against terms accepted by others earlier in the dispute, accepted the "Bohack formula". The formula provides for a 31 cent hourly wage increase for New York truck drivers.

Air Transportation—An agreement between Transcontinental and Western Air, Inc., (Trans World Airline) and Airline Pilots Association (AFL) to submit matters in dispute to arbitration, terminated a strike by 1,400 pilots which grounded all aircraft on the company's 23,270-mile national and international system for two weeks. The chief matter in dispute was a union demand for higher pay. During the course of the strike the company ordered an indefinite furlough without pay for its 15,000 other employees, maintaining only a skeleton force for maintenance and essential business.

Coal-Mining—Secretary of the Interior J. A. Krug and John L. Lewis, President of the United Mine Workers (AFL) have been meeting to discuss charges made by Mr. Lewis of misrepresentations of contract provisions concerning pro rata vacation payments and methods of calculating tonnage of coal mined for purposes of royalty payments to the miners health and welfare fund.

The control of the mines was taken over by the Government during a previous strike. (L.G., June 1946, p. 720) Captain N. H. Collison, who succeeded Admiral Moreel as Mines Administrator, denied any contract violations by the Government.

Automobile Workers—The United Automobile Workers (CIO) has voted to file a thirty-days' strike notice against the Ford

Motor Company which may eventuate in a walkout of 68,000 employees at the River Rouge plant. The union is demanding:

- (1) revocation of the penalties imposed on eighteen strikers who recently refused to work in the Company's open-hearth department because of unhealthy conditions;
- (2) prompt elimination of the plant's safety and health hazards; and
- (3) cancellation of no-strike clauses in the contract which, the union charges, are used by the company as weapons to force employees to accept conditions that imperil their health.

The present dispute arose when the company, invoking the company security provision, regarding wildcat strikes in the union contract (L.G., March 1946, p. 266) recently discharged one employee and suspended seventeen others for two to three weeks for participating in a wildcat strike in the open-hearth department.

Labour turnover in United States

For every 1,000 employees on United States factory payrolls, 68 were hired and 68 left during August 1946.

The labour turnover rate, according to the Bureau of Labour Statistics, resembled war times more than it did the pre-war period when the rate had been much lower.

Of the 68 per 1,000 who were separated from employment during the month, 51 quit, 11 were laid off, 4 were discharged, and 2 left for other reasons.

The separation rate in August, 1945, the month during which V-J day occurred, was 179 per 1,000; in August, 1943 it was 83; and in August, 1939 it was 30.

The hiring rate in August, 1945, was 59 per 1,000; while during the same month in 1943 and 1939 it was 76 and 51 respectively.

Trends in hours and earnings in United States

Average hourly earnings continue to rise in the United States; but owing to shorter hours, average weekly earnings are less than they were a year ago,

according to the U.S. Bureau of Labour Statistics.

For all manufacturing industries, average hourly pay in July, 1946, was \$1.09 per hour, an increase of 6 per cent over the figure for July, 1945. Average weekly hours, however, at 39.6, showed a drop of 10 per cent from the 44-hour week of July, 1945, the last full wartime month. As a result, average weekly earnings declined from \$45.42 to \$43.35, a drop

of 4.5 per cent. The decline in weekly earnings was especially marked in the durable goods group, where earnings dropped from \$50.60 to \$46.15. In non-durable goods, on the other hand, weekly earnings increased during the first post-war year from an average of \$36.61 to \$40.49.

Preliminary estimates for the month of August, 1946, indicated a rise in average hourly earnings to \$1.11 an hour, accompanied by a fractional rise in the average work week, resulting in an increase in weekly earnings to \$44.61.

The cost of living index in the United States stood at 143.7 in August, 1946, compared with 129.3 in August, 1945.

Comparable figures for Canada may be found elsewhere in this issue, (pp. 1632, 1660).

Standards recommended for women's employment in United States

Minimum standards recommended for female industrial and office workers relating to hours of work, wages, safety and health are set forth in a recent pamphlet of the Women's

Bureau of the U.S. Department of Labour, entitled "Standards for Employment of Women".

Certain standards, it is pointed out, should be maintained for all workers regardless of sex but while legislation in many States has established higher standards for women than for men with respect to hours, rest and lunch periods and seating facilities, discrimination exists against women especially with regard to wages.

As regards working time the Bureau recommends as minimum standards: (1) Not more than an eight-hour day and a 48-hour week, with all work over 40 hours payable at time and one-half the regular rate; (2) A weekly rest-day; (3) A 30-minute meal period, and no work-period exceeding five hours without a break for meal or rest; (4) A 10-minute rest-period in the middle of each half-day in addition to the lunch period and without lengthening the work day; (5) A holiday with pay after six months' service and a longer holiday after longer service; (6) Sick leave and maternity leave without loss of job or seniority rights, maternity leave to cover at least six weeks before and two months after confinement with extension of either period on medical advice; (7) Time off with pay on the principal legal holidays. Night work, the Bureau urges, should be kept to a minimum except in continuous-process industries and in essential services.

Recommended wage standards include: (1) Equal pay for equal work, that is, a wage-rate

based on the job; (2) Minimum rates established through legislation with tips not considered as wages; (3) Protective clothing, safety equipment and uniforms to be supplied and cared for entirely at the employer's expense; (4) wages to be paid regularly and in full on a fixed day, weekly or semi-monthly.

Health and safety standards advocated include the following:

(1) Adequate ventilation, lighting and heating; (2) Washroom, toilet, rest and dressing room, lunchroom and drinking facilities conforming to high standards of health and sanitation; (3) Adequate medical services; (4) A program of industrial hygiene as a protection against occupational hazards arising from the

use of dangerous substances or processes; (5) Heavy lifting and undue physical strain to be eliminated to the fullest extent possible; (6) Suitable seats and freedom for workers to use them when not engaged in work which requires a standing position.

Safe working conditions require:

(1) Equipment and machinery adequately guarded against injury and in good working condition; (2) Safety equipment and clothing (goggles, shoes, gloves, etc.) maintained in good condition; (3) Safe, uncrowded and well-lighted workspace, stairways, floors, halls, rooms and passageways; (4) Instruction and training in safety on the job for all workers.

International Co-operative Alliance Convenes in Switzerland

Four hundred delegates from 24 countries attended the 16th World Co-operative Congress at Zurich, Switzerland, October 7 to 10, 1946. It was the first World Co-operative Congress since 1937 and the Co-operative Union of Switzerland collaborated with Consumers' Co-operative Society of Zurich, as hosts.

Mr. A. B. MacDonald, General Secretary of the Co-operative Union of Canada, was the official Canadian delegate.

The governments of Great Britain, United States, Belgium, Sweden, Italy, Ceylon and Switzerland sent official representatives and fraternal delegates were present from the United Nations Organization; United Nations Economic, Social and Cultural Organization; International Federation of Agricultural Organizations; World Federation of Trade Unions; New Zealand Producers' Association; International Labour Office and the International Women's Guild.

Lord Rusholme, in his presidential address stated that "the principles of co-operation must pervade the life of every nation and the challenge of the future is for the movement to expand international trade and production". He called upon the delegates to exert worldwide influence for peace and the curbing of international monopolies through development of international co-operative trade.

Among the definite actions taken by the Congress was the organization of an Interna-

tional Petroleum Association, which had been advocated at the Congress of 1937. Pledges were given by 22 national organizations to provide the initial capital necessary for launching the project, which will be capitalized at \$15,000,000.

A committee comprised of representatives of 20 countries was set up to study ways and means of organizing an international news agency. Approval was given to the creation of a foundation for the establishment of a centre devoted to the study of international co-operation, and the executive of the I.C.A. was instructed to send a delegation to Germany to study and assist the rehabilitation of the co-operative movement in that country.

Although the I.C.A. has been named as a consultant on the Economic and Social Council, it was decided to work for a "more effective collaboration", so that the I.C.A. might obtain a direct voice and vote in the Council. The executive was instructed to work for closer understanding and collaboration with the F.A.O.; U.N.E.S.C.O.; the W.F.T.U.; and co-operative organizations of agricultural production.

Lord Rusholme was re-elected president and A. Khokhlov of Russia and Murray D. Lincoln of the United States, were elected vice-presidents. Other members of the new executive were two representatives from Great Britain, and one each from France, Switzerland, Belgium, Holland, Denmark and Sweden.

Dominion-Provincial Conference of Labour Ministers

A DOMINION-PROVINCIAL Conference of Labour Ministers was convened in the Railway Committee Room of the House of Commons on October 15, 16 and 17. Constituting the agenda were certain written proposals on Dominion and Provincial labour legislation in regard to collective bargaining and conciliation which were presented at the opening session by the Dominion Government.

These proposals outlined to the Provincial Ministers the view of the Dominion that the principles of union recognition, the right of employees to organize, the legal recognition of collective bargaining rights, and the prohibition of unfair practices by employers and unions, which have been recognized and effectuated under the Wartime Labour Relations Regulations, P.C. 1003 of February, 1944, as a war measure, should be continued in the post-war period. In so far as the Dominion is concerned, it would be proposed to revive the Industrial Disputes Investigation Act, and by amending it, to carry forward the principles used in P.C. 1003 in regard to industries under Dominion jurisdiction.

The proposals also embodied the idea that by agreement between the Dominion and the Provinces, ways and means might be found to bring about uniformity of legislation in this field and a broad adherence to the principles to be added to the I.D.I. Act. This, it was suggested by the Dominion, might be achieved by concurrent Dominion-Provincial legislation, or by the Provinces agreeing to Dominion administration in some important areas within Provincial jurisdiction, or by voluntary action by the Provinces in line with what the Dominion proposes in its own field.

The Provincial Ministers, commenting in detail on the Dominion proposals, all agreed that they would carry the proposals back to their Cabinets, and that consideration would be given to the problem of developing uniform legislation among the Provinces and the Dominion.

It was decided that a draft bill should be prepared by the Dominion Department of Labour, which would be submitted to the Provincial Ministers of Labour for their consideration and advice.

Finally the Conference suggested that Dominion-Provincial Labour Conferences should be convened at Ottawa annually by the Dominion Minister of Labour.

The Dominion proposals as presented read in part as follows:—

Dominion Proposals Submitted by the Minister of Labour for Discussion by the Conference of Dominion and Provincial Ministers of Labour

SUMMARY OF EXISTING LEGISLATION

P.C. 1003 was enacted in February, 1944, under the War Measures Act following upon the decisions made at the Conference of Labour Ministers of the Dominion and Provinces held in November, 1943, and subsequent consultations between the Dominion and Provincial labour authorities on the content and form of the legislation. This legislation has been continued in effect under the National Emergency Transitional Powers Act, 1945. The Regulations apply to industries ordinarily under Dominion jurisdiction and to certain other industries specified therein which are ordinarily under provincial jurisdiction. The legislation has been further applied, by provincial legislation, to all provincial industries in the Provinces of British Columbia, Manitoba, Ontario, New Brunswick* and Nova Scotia. Provincial boards established pursuant to agreement between the Dominion and the Province administer the legislation in its application to provincial industries in the Provinces of Manitoba, Ontario, New Brunswick and Nova Scotia. The Minister of Labour for British Columbia acts in the same capacity in that Province.

A Provincial board established pursuant to Dominion-Provincial agreement administers P.C. 1003 in its application to war industries in the Provinces of Quebec and Saskatchewan although the legislation has not been extended by provincial enactment to other provincial industries. It is of interest to note that in the Province of Quebec, the chairman of the provincial board established under P.C. 1003 is the same person who is chairman of the provincial board which administers the provincial collective bargaining legislation.

The administration of P.C. 1003 in Alberta and Prince Edward Island with respect to industries covered thereby has been handled from Ottawa by the National Board and Dominion Department of Labour.

Each provincial board or agency established as aforesaid has vested in it the powers of the National Board under P.C. 1003 in respect to the industries designated as war industries and which are normally under provincial jurisdiction as well as such other provincial industries to which the province has made applicable the provisions of the legislation.

Provincial boards' decisions are subject to appeal by leave to the National Board.

The conciliation services of the Dominion and the Province have been jointly utilized in the administration of the legislation in a number of the provinces.

Where provincial boards or agencies have been established by agreement to administer the legislation in the province, the costs involved in provincial administration have, in general, been shared between the Dominion and the Province on the basis of one-third by the Province and two-thirds by the Dominion.

P.C. 4020 of 1941 which makes provision for the appointment and use of an Industrial Disputes Inquiry Commission has been used extensively in conciliation in connection with war industries and other industries covered by P.C. 1003. Even in the case of industries under provincial jurisdiction in the Provinces of Alberta, Saskatchewan and Quebec, a number of difficult situations in such provinces, notably in the meat-packing industry, have been settled in a very satisfactory manner by Commissioners appointed under P.C. 4020 after consultation with the province concerned.

PROPOSALS FOR NEW LEGISLATION

With the lapse of the National Emergency Transitional Powers Act, 1945, on or before March 31, 1947, P.C. 1003 and P.C. 4020 will likewise lapse at that time and it is proposed that jurisdiction over labour matters normally falling to the provinces but assumed by the Dominion during the war will be returned to the provinces by April, 1947.

In consequence of the foregoing, the Dominion Government proposes at the next session of Parliament, to propose amendment and revision of the Industrial Disputes Investigation Act by including the substantive provisions of P.C. 1003 and P.C. 4020. Such legislation will be applicable to industries which are under Dominion jurisdiction under the provisions of the British North America Act or which have been subsequently declared by Parliament to be a work for the general advantage of Canada or of two or more provinces. The legislation proposed will incorporate the main provisions of P.C. 1003 with appropriate changes based upon the experience gained by the Dominion and the Provinces in the administration of P.C. 1003 or like provincial legislation.

No field of Dominion and Provincial administration is more fluid than that of labour relations. Collective bargaining practices in industry are changing rapidly without regard for provincial boundaries or limitations of provincial jurisdiction.

In recognition of this situation, it seems advisable, in the interests of labour and management and in the national interest, to consider, as far as reasonably possible, uniformity of legislation and a standard pattern of administration of Dominion and Provincial legislation to deal effectively with difficulties arising in labour-management relations.

The legislation enacted during the war by the Dominion with the concurrence of the provinces in matters affecting labour, and administered by Dominion and Provincial authorities on a uniform basis, has operated on the whole in a very satisfactory manner and with beneficial results.

Moreover, it is probably not going too far to say that failure on the part of the Dominion and the Provinces to develop uniformity in legislation and a standard pattern in the administration of labour relations legislation will be criticized by labour, management and the public. Both labour and management organizations have advocated the same.

The Dominion Minister, therefore, is very desirous of obtaining the views of all provinces on the proposed legislation.

If the Dominion legislation can be so framed that it meets the views of all provinces, it may quite well develop that Provincial Governments would see fit to adopt the same provisions in provincial enactments to apply to all industries which fall under provincial jurisdiction. In this way uniformity would be attained.

The views of the Provincial Ministers as to the extent to which the proposals outlined will be acceptable to their respective governments are invited.

If the proposals outlined are acceptable in whole or in part by any province, it is proposed that the pattern of administration of the legislation enacted by the Dominion and made applicable to any provincial industries should be as follows:—

- (a) The National Board established under Dominion legislation will deal with all Dominion Industries.
- (b) In the case of a province which makes the Dominion legislation applicable to specifically designated provincial industries, the National Labour Relations Board and the Dominion Minister will administer the legislation.
- (c) In the case of a province which applies Dominion legislation to all industries, the province would administer the legislation through its own agency for all provincial industries except those which were specified in the provincial legislation as being of a national or inter-provincial character, which would

be handled by the National Board and the Dominion Minister.

- (d) The Dominion does not propose at present that there should be any right of appeal from provincial bodies to a National Board; on the other hand when provincial labour policies have been determined and if requested such provision will be considered.

Even if the decision of some provinces is not to apply the Dominion legislation to provincial industries, the opinion of those provinces on the legislation is sought in order that the provisions thereof and procedure thereunder should be substantially in accord with the views of provincial governments in so far as this proves practicable so as to provide a uniform pattern across Canada.

Resolution Adopted by Conference

The Conference considered details of proposals for amendment to the Dominion legislation, and the Provincial Ministers made certain comments and suggestions which the Dominion undertook to consider carefully in connection with its proposed new legislation.

The Conference agreed to the principle of holding annual similar conferences in the future, to consider matters of joint interest to the Dominion and the Provinces.

At its conclusion the Conference adopted unanimously the following resolution:—

"This Conference wishes to express the view that the statement of the Federal Government as presented by Mr. MacNamara on Tuesday, October 15, is generally acceptable in that—

"(a) it recognizes the responsibility and jurisdiction of the Provinces in the matter of collective bargaining legislation, with the exception of coverage of those industries which come within Federal jurisdiction;

"(b) it recommends the adoption as far as practicable of uniform collective bargaining legislation by the Provinces and the Dominion;

"Therefore, the Conference recommends that, following adjournment of this meeting, a draft bill be prepared by the Dominion Department of Labour, covering the matters referred to in the memorandum submitted to the Conference, in so far as they are within Federal jurisdiction, and that such draft bill be submitted to the Ministers of Labour for the Provinces for their consideration and advice;

"Also the Conference suggests the desirability of annual conferences of Provincial Ministers of Labour and their officials, to be participated in as well by officials of the Dominion Department of Labour, being con-

vened at Ottawa by the Dominion Minister of Labour at the intervals indicated."

Commenting upon the Conference after it close the Hon. Humphrey Mitchell, Dominion Minister of Labour, stated that the Conference had been most harmonious in relation to its objective, and had benefited by the very helpful presentation of the views of the various Provinces in regard to desirable labour legislation on conciliation and collective bargaining. The Minister of Labour expressed himself as thoroughly satisfied with the meeting.

Persons in Attendance

The following persons attended the Conference as representatives of the Dominion or of the Provinces:—

Nova Scotia

Honourable L. D. Currie, Minister
Mr. D. D. Boyd, Solicitor for Department
Mr. R. E. Anderson
Miss L. Dumaresq

New Brunswick

Honourable S. E. Mooers, Minister
Mr. N. D. Cochrane, Deputy Minister
Mr. J. Edward Hughes, Counsel

Quebec

Honourable Antonio Barrette, Minister
Honourable Justice Eudore Boivin
Mr. Gerard Tremblay, Deputy Minister
Mr. J. O'Connell-Maher
Mr. Cyprien Miron

Ontario

Honourable Charles Daley, Minister
Mr. J. B. Metzler
Prof. J. Finkelman

Manitoba

Honourable C. Rhodes Smith, Minister
Honourable J. O. McLenaghan
Mr. W. Elliott Wilson

Saskatchewan

Honourable C. C. Williams, Minister
Mr. W. K. Bryden, Deputy Minister

Alberta

Honourable C. E. Gerhart, Minister
Mr. K. A. Pugh

British Columbia

Honourable George S. Pearson, Minister
Mr. James Thomson, Deputy Minister

Dominion Representatives

Honourable Humphrey Mitchell
Mr. A. MacNamara
Mr. M. M. Maclean
Mr. C. A. L. Murchison
Mr. D. H. W. Henry
Mr. A. H. Brown

Also Present

Miss M. Mackintosh, Labour Legislation Branch
Mr. V. C. Phelan, Publicity
Mr. Harry J. Walker, LABOUR GAZETTE
Mr. G. M. Ingersoll, Secretary

Reconversion in Canadian Industry

Minister of Reconstruction Outlines Progress during First Year of Peace

IN an address delivered before the Winnipeg Board of Trade, Right Hon. C. D. Howe, Minister of Reconstruction and Supply, outlined the progress of reconversion in Canadian industry during the first year of peace. Referring to the present period as one of "high employment and income," the minister stated that the existent national income was double that recorded in 1939 and the present working force of 4.8 millions exceeded the 1939 total by one million.

He warned, however, that too many people were commencing to regard full employment as an end in itself and ignoring its necessary concomitant, improved standards of living. The result of the recent period of high employment and income had not placed a satisfying amount of houses and other commodities in the hands of consumers, he said. "In effect, present conditions remind us that full employment alone is not enough: full employment that carries with it low productivity per man-hour, or any restrictive or 'feather-bedding' practices, whether by management or labour, cannot yield high living standards at the same time."

Reconversion had proved remarkably smooth and rapid and compared favourably with the country's recognized wartime production accomplishment, the minister continued. He said that the very speed of reconversion tended to obscure the magnitude of the accomplishment. Since V-J Day re-establishment of almost one-third of the nation's labour force had had to be effected as a result of an enormous contraction in the munitions industry, and demobilization of the armed forces. Demobilization was now completed, however, and war industries were on a peacetime basis.

"The consequent redistribution of the working force between industries has been the striking feature of the past twelve months," he said. "There has been a major switch of the labour force away from the armed services and war manufacturing. During the year, they moved to other industries, so that today, as against a year ago, there are almost 30 per cent more people in the construction industry—a figure that gives you a notion of the pace of its expansion; in mining, finance and agriculture, there are increases of 10 per cent above last year; in the retail trades and transport, increases between 5 and 10 per cent; among the self-employed (those working on their own account), there has been an increase of almost 5 per cent. The logging industry continues to require more workers than it can obtain. Likewise the construction

industry (including housing) is limited only by material and skill shortages. Mining, the only major industry whose employment is below pre-war levels, is beginning to resume activities suspended during the war, and is clamouring for workers. Not only was it necessary to make a major shift in the distribution of labour, but the labour force itself grew by almost 6 per cent in the year, so that jobs had to be found for additional labour of that amount."

Mr. Howe described the difficulty in meeting the vastly expanded demand for construction materials despite the improved capacity of the construction industry. The composite demand for housing and industrial expansion exceeded the possible supply. Also, he said, critical production units which supplied end industries had to be supplied in order to prevent large scale production from being arrested by the scarcity of one or two parts.

"My department has watched the reconversion process closely. By March the war production had been virtually disbanded, demobilization was well on its way, and many firms had already switched to peacetime production. Other war industries required time to make re-adaptations. But by March the physical reconversion of productive facilities was about half completed: and by August reconversion was approaching 75 per cent completion. This was a creditable performance on the part of industry, especially as it was hampered by shortages and difficulties in getting co-ordinated flows of necessary materials. Nevertheless it was expected that reconversion would be 90 per cent completed by the end of the present year and fully accomplished by the Spring of 1947. The strikes, however, have created a barrier to this progress also.

"While firms were engaged on reconversion, they were also proceeding with modernization. Of the 650 major plants engaged on war production, we found that no less than half of them had programs of expansion and modernization. Most of these firms expected to complete their programs by the end of the year, while others expected to complete theirs in 1947, or in the case of big projects by 1948 or 1949. In short, conditions became increasingly favourable after March.

Record in Various Industries

"In agriculture the field crops (except hay and clover) are above last year's level, as are the fruit crops. Dairy production and livestock are down, however. But prices on the whole have been higher, so that by the year's

end, farm income in the nation as a whole should not be much below that of 1945.

"In the pulp and paper industry, the trend has been upward and output is at a record level; it should continue so for some time, since there is likely to be a market for all that industry can produce.

"The mining industry reached a peak in 1943, but suffered a 37 per cent decline with the fall in war demands; the potential demand is still strong and will become more effective as the hard consumer goods industries get back to capacity operations. Coal production in the first six months was higher than last year, the present acute shortage being due to the U.S. coal strikes, and the lake shipping strike.

"Steel ingot production declined moderately with the fall in war demand, but the industry had almost completely recovered by May of this year. Steel production was affected by shortages of scrap and coal, but since June has been completely disorganized by the steel strike. In result, the steel supply-demand situation will remain precarious into 1947 and will hamper production in the durable goods industries.

"In textiles there have been manpower shortages for some time, and progress was being made towards remedying this until the upward trend was interrupted in the summer by the labour disputes in that industry.

"In durable consumer goods, the shortages are still acute. But it is often forgotten that in many of these trades, output by May had reached, and exceeded, the pre-war level. Factory shipments of radios, for example during the first half of the year, amounted to 225,000 sets, and was in fact slightly higher than in the same months of the record year of 1940. The June production of electric refrigerators (5,670 units) was also above the 1941 average. Similarly the output of washing machines and others compared favourably with pre-war years. Over 32,000 trucks were produced during the first five months of 1946, and the 13,000 passenger cars manufactured in May were only slightly below the output of the peak years of peace."

Need for Co-operation Between Economic Groups

The Minister said that strikes in Canada and the United States had impeded the expansion progress, which started to falter in May and has since produced declines in many industries. "The effects of this summer's strikes are far-reaching and some of these effects will persist long after the strike settlement." He said that the recent sharp declines in the Canadian and American stock markets, while not necessarily indicative of industrial recession, did illustrate the change in the outlook for the future on the part of many observers.

He stated that the degree of co-operation that existed between the groups comprising the economic system was less than was requisite for the maintenance of high and stable levels of employment with good standards of living. The job of government, he contended, was the establishment of conditions which would promote high living standards and still be compatible with the freedom of action desired by households, firms and labour. "Government, as it were, has to create a favourable climate for such growth.

"Thus, for example, to aid the transition from war to peace, the federal government has been modifying restrictive regulations as fast as conditions would permit: surplus war materials and equipment were speedily removed from war plants, and about 60 per cent of these are in peacetime production, with 10 million square feet of industrial floor space delivered to industry: fiscal, price and wage policies were modified during the year, and special measures taken to maintain and if possible expand the level of exports. We contributed to UNRRA, took a leading part in establishing the Food and Agriculture Organization, and had a share in shaping the World Bank and Monetary Fund. To ease the transition and as an investment in the future of our trade, we extended export credits on a great scale (\$1,250,000,000 to the United Kingdom and \$650,000,000 to other countries). By these measures we have generally put relatively great energy into the re-establishment of world trade on which we so much depend. Other measures were taken to help to stabilize the flow of consumer expenditures. This is what I mean by saying we have tried to create a favourable climate.

"A certain minimum of economic co-operation between Dominion and provincial governments is necessary if we together are to provide a favourable climate for the development of industry and enterprise. That minimum of co-operation has not yet been accomplished.

"The households, firms and labour are the repositories of energy and enterprise," he said, and a "certain minimum degree of co-operation on their part is therefore also necessary if efficiency is to be achieved."

He attested to the need for efficiency if prices are to be maintained low enough to hold and expand the market for Canadian products and provide the sought-after increasing standards of living.

"I repeat, government at its best can only provide the good climate for economic growth. The growth itself depends on the efficiency of labour, and management, on their willingness to work together for higher standards of living, and on their mutual determination to give value for costs."

Cost-of-Living Index: its Purpose and Construction

THE Dominion Bureau of Statistics cost-of-living index is a measurement of price change. It is constructed to measure the influence of price changes upon the living costs of urban wage-earner families of average size, whose pre-war earnings could be considered as average in amount for the year ending September, 1938. The typical families of this group had two or three children, and total annual earnings running close to \$1,500. They had been entirely self-supporting throughout the survey year.

The objective of the index should be kept clearly in mind. It was not designed to measure changes resulting from shifts to higher or lower levels of living, and was not constructed to take account of the effect of buying more goods or better goods. It is concerned with the influence of price changes upon many families who live in urban areas extending from Halifax to Victoria.

For this reason it may show fluctuations which do not conform closely to the experience of minority groups or particular areas.

Meaning of a Cost-of-Living Index Number

Index numbers are expressed customarily as percentages. The figure of 126.8 for October, 1946, means that the cost of the budget forming the basis of the Dominion Bureau of Statistics cost-of-living index has risen 26.8 per cent above the corresponding cost in the reference period. This reference, or base period, as it is more commonly called, is a five-year interval covering the years 1935 to 1939 inclusive. The average cost of the index budget in this period becomes 100.0 in relation to the October, 1946, index of 126.8. It is often convenient to consider budget costs in other periods as equal to 100.0, in order to show percentage changes covering some interval of special significance. August, 1939, has become a special reference period because of the demand for measurements of cost-of-living increases since the outbreak of the war. The cost-of-living index of 100.8 in August, 1939, was slightly above the 1935-39 average level, and when the August, 1939, budget cost is taken as equal to 100.0, the October, 1946, index becomes

$$125.8 \left\{ \frac{126.8}{100.8} \times 100.0 \right\}$$

Cost-of-Living Index Budget

The cost-of-living index budget has been constructed from detailed records of purchases and expenditures of 1,439 typical urban wage-

earner families in the year ending September, 1938. These families were located in the following twelve cities: Charlottetown, Halifax, Saint John, Quebec, Montreal, Ottawa, Toronto, London, Winnipeg, Saskatoon, Edmonton and Vancouver. The selection of the cities and the location of the typical families was almost as difficult and laborious a task as the collection of the budget records. It was based upon a very careful study of 1931 population census material to determine the principal characteristics of wage-earner families and the most logical centres in which to sample them. The final expenditure survey in 1938 was preceded by a preliminary investigation of approximately 50,000 families, in order to make sure that expenditure records actually obtained would be typical of the wage-earner family group.

Two points were of major concern in collecting these records: (1) to obtain the total expenditure of each family upon food, shelter, fuel and light, clothing, homefurnishings and services, and a residual group including all other living requirements (referred to in the index as "miscellaneous items"); (2) to obtain the physical quantities, wherever possible, of individual items purchased. It required an average of four hours to obtain this information from each family.

There were two stages in constructing the index budget from the expenditure and purchase records collected. The first was an analysis of family expenditures to determine the breakdown of each dollar spent, into the amounts paid for food, shelter, clothing, etc. It was found that for each dollar spent by the 1,439 families, the division between budget groups was as follows:

Budget Group	Cents
Food	31
Shelter	19
Fuel and light	6
Clothing	12
Homefurnishings and Services....	9
Miscellaneous items	23
Total (Consumer Dollar)....	100

The second stage involved the selection of individual items to be included in the index budget, and the determination of the average quantities purchased. This selection was based upon (1) a careful study of the comparative amounts of individual items purchased by survey families, and (2) the knowledge that

prices for a comparatively small number of items will measure accurately the changes in price levels of a larger number of items of the same type of materials. It is reasonable that this should be so, and it has been verified many times by actual test. Price series for a few representative cuts of beef, for example, will record accurately the change in prices for the whole carcass; similarly, prices for a few items of rayon, wool, or cotton apparel will measure price changes for similar garments of these materials. This is a fundamental point in price index number construction, and one which is not well understood.

Its application to index number construction can be illustrated by showing in outline, how the October, 1946, cost-of-living index of 126.8 is calculated. The starting point is the "consumer dollar" breakdown already shown above. It will be recalled that this included *all expenditure*, not simply the expenditure upon 150 specially selected budget items. This breakdown is shown again below, in column 2, recording the number of cents from each dollar of living expenses which went for food, shelter, fuel and light, clothing, home-furnishings and services, and miscellaneous items. Column 3 shows corresponding price index numbers for each budget group. The food figure of 146.5 indicates that the level of food prices had risen 46.5 per cent above the 1935-1939 average level by October, 1946. This measurement is based upon Dominion average prices for a list of 46 food items, taking into account their importance in actual family purchases. For example, the food index is not an average for prices for one quart of milk, one dozen eggs, one pound of butter, etc., but of 10.5 quarts of milk, 1.4 dozen eggs, 2.8 pounds of butter, etc. These are the amounts of actual average weekly purchases reported. The increase of 46.5 per cent for the index list of foods is then taken to represent the rise in all food prices. Thus, the food figure of 45.4 in column 4 is obtained by multiplying 31.0 (col 2) and 146.5 (col.

3). When similar calculations have been completed for other budget groups, the figures in column 4 add up to a total which is the actual cost-of-living index for October, 1946.

Detailed comment upon the choice of the 150 budget items would require considerable space and would add very little to an understanding of the index. The complete list can be obtained upon request from the Dominion Bureau of Statistics. The principal considerations which governed the selection of budget items was briefly as follows: Each budget group has been represented by a list of items sufficiently large to make accurate measurements of price changes in the merchandise or service field covered. It would be possible to add many more minor items without affecting the movements of the composite cost-of-living index by any significant amount. These additions would lengthen the time required to calculate the index and would impose a greater burden upon firms making price reports without improving the accuracy of the index. In some cases accuracy actually might be reduced, since comparisons on a quality, or specific quantity basis are not possible over a long period. This would be true of style merchandise such as women's hats. However, the cost of these omitted items has been included in group percentage weights, which represent all expenditures falling within the "consumer dollar" groups noted above. The base period food weight of 31 per cent, for example, was calculated from total food costs reported by survey families, although the food index includes only 46 items representing about 75 per cent of a representative family's food expenditure.

Cost-of-Living Group Index Numbers

Group index number construction follows a pattern somewhat similar to that in the illustration just given as to the method of arriving at the October, 1946, total cost-of-living index. The October, 1946, food index represents

Column 1	Column 2	Column 3	Column 4
Budget Group	Pre-war "Consumer Dollar" (cents)	October, 1946, Cost-of- Living Index Numbers	October, 1946, Cost of Purchases represented in Col. 2 (cents)
Food.....	31.0	146.5	45.4
Shelter.....	19.0	113.4	21.5
Fuel and light.....	6.0	107.3	6.4
Clothing.....	12.0	130.2	15.6
Home furnishings and services.....	9.0	128.8	11.6
Miscellaneous items.....	23.0	113.9	26.2
Total.....	100.0		126.7

the percentage relationship between total costs of a food budget at base period average prices, and at October, 1946 prices. The quantities of foods in the budget have a very important influence upon this result. The following illustration should help to make this point clear.

From August, 1939 to October, 1946, a Dominion average of retail bacon prices rose 70.1 per cent. Lard rose during the same period 87.0 per cent, bread rose 10.3 per cent; and milk rose 38.5 per cent. Now a simple average of these price changes shows an increase of 51.7 per cent, but that does not give a true picture of what these changes mean in terms of a food budget, because the average family spends more money per week on milk and bread than it does on bacon and lard.

The following table shows how much these price changes meant in the family budget.

Item	Amount in Weekly Budget	Average Price		Budget Cost		Percent- age Change
		August, 1939	October, 1946	August, 1939	October, 1946	
		cts.	cts.	cts.	cts.	
Bacon.....	7 pounds	31.1	52.9	21.8	37.0	+70.1
Lard.....	2 "	10.8	20.2	2.2	4.0	+87.0
Bread.....	12.1 "	5.8	6.4	70.2	77.4	+10.3
Milk.....	10.5 quarts	10.9	15.1	114.5	158.5	+38.5
Total.....				208.7	276.9	+32.7

The increase in the *weekly cost* of these four items was 32.7 per cent, a very different figure from the straight average of the four percentage changes—51.5 per cent.

Prices used in Compiling the Index

Once a cost-of-living budget has been established, it continues to serve as the basis of index calculations for a period of years, requiring only minor occasional modifications to take account of special factors such as rationing and other unusual changes in consumption. The task of pricing the budget, on the other hand, must be repeated on a routine basis. Approximately 65,000 individual price quotations are collected each month for this purpose. They are secured from merchants, business agents, professional men such as doctors and dentists, and organizations and institutions such as newspaper publishing companies, hospitals, etc., in all provinces of the Dominion. Every possible care is taken to insure the accuracy of these price records. Field representatives regularly check prices in 13 major distributing points across the Dominion. Prices from other centres are carefully scrutinized and verified when apparent inconsistencies are observed.

The Bureau of Statistics is concerned not only with the accuracy of prices reported, but also with the comparative quality of goods priced from month to month. It considers a decline in quality to have the same effect upon living costs as a rise in price. Field representatives have been given special instructions and training regarding this matter, and price schedules for clothing and homefurnishings have been specially designed for the reporting of quality changes in addition to the recording of comparative prices. This type of reporting form has been used since the early 1930's.

Scarcities of inexpensive grades of goods have presented a special wartime pricing problem. Goods such as chinaware, furniture and hardware have been treated in the following manner. When a cheap set of dishes which sold for perhaps \$6.95 runs out of stock, the price is compared in the next month with the

price of the most closely comparable set of the same size in the same store. If the new set should sell for \$8.95, a \$2 increase will be reflected in the index, even though the new set may be considered more desirable from a merchandise point of view. Utility is held to be the basic consideration in such price comparisons. Following the same reasoning, a price comparison involving two different qualities of clothing, such as a man's shirt, leads to a slightly modified procedure. If the price of the new shirt is higher by 50 per cent than the old one, but the estimated length of wear has increased by only 25 per cent, one-half of the price increase is reflected in the cost-of-living index. Similarly, if the price paid for a certain brand of shirt remains unchanged, but the estimated length of wear drops 25 per cent, a price increase of 25 per cent is recorded in the index.

Cost-of-Living Budget Adjustments

Important changes in buying habits make budget adjustments advisable, although their importance upon cost-of-living index movements has been greatly exaggerated in the public mind. One of the most difficult problems of this type has been to distinguish

between supply shortages due to greater consumer buying, and shortages due to actual declines in supply. Within the past year, for example, many lines of clothing have been very scarce, although production records have continued to run well above pre-war levels. Scarcity due to heavier buying has not been considered a reasonable basis for removing an item from the index budget, or even for reducing its importance.

All budget adjustments have been recorded and described in periodic appendices to "Prices and Price Indexes," a monthly bulletin of the Dominion Bureau of Statistics in which the cost-of-living index is published. The most important of these resulted from the rationing of gasoline and the rationing or temporary disappearance of certain foods, including butter, canned vegetables and bananas. In all cases where conditions warranted reduced budget quantities for certain items, comparable quantities were added to other items. Fresh vegetables were added to compensate for the shortage of canned vegetables; reduced opera-

tion of motorcars was balanced by increased allowances for carfare and theatre admissions.

Summary

The official cost-of-living index measures the influence of price changes upon a wage-earner family budget. This is a pre-war budget which has been adjusted in detail on several occasions as major changes have occurred in the supply of certain commodities. The index is a percentage figure which shows the cost of the family budget at monthly intervals relative to the average cost in the five-year period 1935-1939. The comparative importance of different budget groups and different individual commodities is considered in making these calculations. Each month approximately 50,000 individual price quotations are obtained from all parts of Canada in order to calculate the monthly cost-of-living index. A field staff of fifteen cost-of-living representatives is maintained to check prices and also the quality of merchandise which is priced in representative distributing centres across the Dominion.

Institute of Industrial Relations *

University of Toronto Provides Advanced Courses for Students of Labour-Management Problems

THE functions of the Institute of Industrial Relations in the University of Toronto are:—

- (1) to promote the study of industrial relations in the Graduate School of the University and in particular to promote interdepartmental co-operation and cross fertilization of disciplines;
- (2) to promote and assist research in this general field;
- (3) to develop more intimate relations between the University and business on the one hand, and trade unions on the other, in order to facilitate such research and to promote joint study of the problems of industrial relations by University scholars and men actively engaged in the field.

Methods to implement these objectives will be devised by the Director slowly and experimentally. The advice of a strong University committee is available. The Director will consult with representatives of management, labour, and government, and will study what is being done in American and English Universities.

Graduate Study

The Institute is not a new teaching department within the University. Candidates for degrees who want to work in the field of industrial relations enrol in the Graduate School under the sponsorship of one of the departments, schools, or faculties, which have offered, and will continue to offer, courses in various aspects of industrial relations, for example, Business Administration, Economics, Engineering, Law, Political Science, Psychology, Sociology, Social Work. Generally such a student's program, while predominantly in one department, will include some work in one or more other departments. The Director of the Institute will be glad to discuss proposed programs with prospective students, but the final approval of any program lies with the sponsoring department.

Fellowships

The Institute will offer junior fellowships to graduate students undertaking a program of courses leading to the master's degree, and senior fellowships to more mature students engaged on research leading to the Ph.D. Mr. G. L. Greenaway of the Directorate of Civilian Personnel, Naval Service Headquarters, has been awarded a fellowship for the current session. Application for fellowships for the session 1947-48 should be made to the Director on or before March 1, 1947.

Research

The Institute will attempt to assist scholars engaged in research in this field and to initiate new studies of its own. It has been able to be of some assistance to Dr. H. A. Logan in the final stages of the production of a revised edition of his *History of Trade Union Organization in Canada*. Mr. W. R. Dymond was appointed a Research Assistant during the past summer in order that he might study Union-Management Co-operation at Lever Brothers Limited. The Institute hopes to arrange for the publication of his study. Mr. Farrell Toombs of the University of Chicago has been appointed a Research Associate. He will continue his researches on human behaviour in industry. He will also conduct a seminar on Human Relations in Industry in the Graduate School, and will try to arrange for a series of discussions on related topics with representatives of management and labour.

Contact with Management and Union Leaders

The mere establishment of the Institute has already led to many personal contacts. These will be fostered and extended. A number of personnel administrators and union officials spoke at the Summer School in Industrial Relations and it is hoped that many more such visitors will speak at seminars and classes in industrial relations in the University during this winter. Plans for conferences on particular topics with representatives of management and unions are under consideration.

* Statement by Professor V. W. Bladen, Director, Institute of Industrial Relations.

Hours of Labour and Overtime Rates of Wages in Great Britain

IN most of the important industries in Great Britain the normal weekly hours of work and the rates of overtime pay are determined by collective agreements between organizations of employers and workpeople or by statutory orders under the Wages Councils Act and other legislation. An article in the September issue of the *Ministry of Labour Gazette* summarizes available information on this subject.

Normal Hours of Labour

In the majority of industries and services, the normal weekly hours are 47 or 48, according to the article. There are, however, numerous exceptions ranging down to 44 hours or less, and a few relatively unimportant cases of hours in excess of 48.

Although the hours in most cases are fixed without qualification, there are instances in which a degree of flexibility is permitted or implied. Thus in the building industry there are provisions for shorter hours during the winter period than in the summer and in some cases for still shorter hours in midwinter in cases where artificial light cannot be provided.

Collective agreements do not, in the majority of cases, specify the normal hours per day or the number of days to be worked in a week, the arrangements for distribution of the agreed normal weekly hours being usually left to individual employers. The weekly hours agreed upon are usually exclusive of the time spent on meals.

The minimum time allowed to elapse between two spells of work is sometimes specified, particularly in the railway service. In some of the transport trades the question of "spreadover" of hours also arises, when the day's work is split up into two or more spells of work apart from necessary stoppage for meals. The form of control consists mainly in fixing a maximum period over which the hours are allowed to be spread, or requiring special allowances to be paid where the spreadover extends beyond a certain length of time.

In a few industries the normal weekly hours of labour fixed for nightworkers are less than those fixed for day workers. This is the case in the general printing industry in which the weekly hours on nightwork are 42½ to 44 for different classes of workpeople as compared with 45 on day work. On the other hand the agreements in some other industries (e.g., engineering, shipbuilding, electrical contracting

in England and Wales and the wool textile industry) provide that the weekly hours on night work shall be the same as those on day work. In most of the agreements which deal with this subject the full week of nightworkers is stated to consist of 5 nights, and in a few agreements the number of hours per night is specified, e.g., 9 hours 36 minutes in the wool textile industry in Yorkshire.

Overtime Rates of Wages

In most of the British industries in which normal working hours are determined by collective agreements, provision is also made with regard to the rates of remuneration for work done outside the normal hours, and in many cases with regard to the conditions under which such work is to be done. In some instances the agreements limit the amount of overtime that may be worked or make stipulations as to breaks for refreshment or rest. Rates of payment for overtime are also fixed by the orders under the Wages Councils Act and other legislation.

The rate of payment for overtime usually takes the form of a specified fractional addition to the rate of pay for work done in the normal hours. The rates most frequently fixed are "time and a quarter" (i.e., 25 per cent above the ordinary rate), "time and a half" (50 per cent above the ordinary rate), and "double time" (twice the ordinary rate). In most cases the rate progresses according to the duration of the overtime worked. Thus, overtime pay often begins at the rate of time and a quarter and after two hours' work rises to time and a half, and may, in some cases, further rise to double time after four hours' work. Less frequently the rate does not vary with the duration of the overtime or does not rise until work is prolonged after midnight. In place of a fraction, the overtime rate sometimes takes the form of specified rates of time-wages higher than the ordinary rates, but examples of such rates are not frequent.

Overtime performed on Saturday afternoon frequently entitled the workpeople to a higher rate than that paid for overtime worked on other week-days. For instance, all overtime worked on Saturday afternoon is paid for at a rate of time and a half in many industries in which some of the overtime on other days is paid for at time and a quarter. For Sunday work, when performed by operatives who are not normally required to work during the

week-end, the agreed rate is, with a few exceptions, double time. It may be observed that in certain of the continuous process trades in which week-end work forms part of the normal week for workers in rotation, payment for such work is usually at an enhanced rate, e.g., time and a half. For all work performed on public holidays, both national and local, the rate is generally either time and a half or double time, the latter rate being very frequent in the case of Christmas Day.

The enhanced rates of wages for overtime may be payable for time worked in excess of the normal hours on each day, or in respect of time worked beyond the normal weekly hours. Where overtime payment is on a daily basis, the worker becomes entitled to the higher rate of pay as soon as the normal daily hours of labour have been performed, irrespective of the aggregate number of hours worked in the week in which the overtime occurs. Where the payment is on a weekly basis, the worker is not entitled to the enhanced rate until after the full number of hours constituting the normal week have been completed. The majority of agreements fall into the former class, but there are a number of important agreements (including, *inter alia*, those relating to hosiery manufacture, leather tanning and currying, boot and shoe manufacture, flour milling, vehicle building in Scotland, the retail distributive trades, and the non-trading services of Local Authorities in many areas), which are in the latter class.

Orders made in respect of various industries under the Wages Council Act specify the normal number of weekly hours in respect of which the minimum rates are payable and beyond which overtime rates have to be paid, and most of the councils have also declared the daily hours beyond which the overtime rates apply. Since the total of the normal daily hours (usually 4 to 5 on the weekly short day and 9 on other week-days) exceeds the normal weekly hours, overtime rates may be payable in respect of excess hours worked during the week, even though the time worked on any day may not have exceeded the declared normal daily hours.

In many agreements provision is made that time lost for various reasons shall be made up before the overtime rate becomes payable. Thus, the national engineering agreement states that a full day is to be worked before overtime is reckoned except for time lost through sickness certified to the satisfaction of the employer, lying-off on account of working all the previous night, absence with leave, or enforced idleness. Where works are on short time "no overtime shall be paid for work done between the full-time starting hours and the full-time stopping hour, but work beyond

these limits shall be paid for as overtime provided the full shortened day has been worked."

Some agreements make special provision to meet the case when an interval elapses between the close of the working day and the commencement of overtime working. National agreements for the engineering industry, for example, stipulate that when a man is called back to work after having ceased work and gone home the overtime payment should commence from the hour of re-starting work but should be at the rate payable as though the work had been continuous. In agreements in the printing trade a common provision is that when overtime is not continuous from the time of stopping work an additional hour's overtime, designated "call money", shall be paid over and above the hours actually worked. Other agreements require that workers recalled should have a minimum number of hours paid for (in some cases even though no work is found to be necessary); a few agreements fix overtime rates, when overtime is not continuous, which are higher than the normal overtime rate.

Other matters connected with the question of overtime payment which are dealt with in some of the agreements, include payments for working through mealtimes; notice required from the employer before instituting a period of overtime; interval for rest and refreshment during a prolonged spell of overtime work; the grant of an allowance towards the expenses of mealtimes taken during overtime; the payment or non-payment, according to circumstances, of overtime to a shift worker continuing to work after the termination of his proper shift as a substitute for another workman who has failed to turn up; and the calculation of the payment due in respect of fractions of hours.

In some agreements special provision is made in regard to the overtime rates for piece-workers.

In a few cases the additional payment in respect of overtime work is expressed as a fraction of the ordinary piece rates, or the earnings thereon.

In some other cases the ordinary piece-work rates are paid for work done in overtime, but the workpeople receive in addition to their piece-work earnings a supplementary flat-rate payment for each hour of overtime.

The third method of payment, which is by far the most general, consists in a payment additional to piece-work earnings, which is a fraction of the ordinary time rate to which the workers would be considered as entitled if not working by the piece. Thus, in the national agreement for the engineering industry it is stated that "the recognized overtime allowances calculated on day work time

rates shall be paid in addition to earnings under any system of payment by results."

The collective agreements in some industries contain provisions imposing restrictions on the amount of overtime that may be worked. These industries include building, engineering, shipbuilding, electrical contracting and printing, as well as a number of smaller industries or sections of industries in particular localities. The type of restriction imposed may be exemplified by the national agreement for the engineering industry, which, after enunciating the general principle that systematic overtime is deprecated as a method of production, provides that when overtime is necessary "no union workman shall be

required to work more than 30 hours' overtime in any four weeks after full shop hours have been worked, allowances being made for time lost through sickness, absence with leave or enforced idleness", but that in cases of breakdowns, repairs, replacements and alterations (whether for the employers or their customers) and in certain other emergencies, overtime is not to be restricted.

As regards the decision to work overtime, an agreement in the engineering industry provides that the right to decide when overtime working is necessary should reside with the employers, the workpeople or their representatives being entitled to bring forward any cases of overtime they desire to have discussed.

International Labour Organization

Women's Employment in Post-War Period

Report of ILO Committee

EIGHT expert members of the Committee on Women's Work of the International Labour Organization met in Montreal from July 8 to 13 to study the problems of women's employment in the post-war period. Mrs. Rex Eaton, Associate Director, National Employment Service, Canada, was among the experts in attendance.

In its report, which was submitted in October to the 99th Session of the Governing Body of the ILO, the Committee pointed out that the war gave large numbers of women an opportunity to prove that their aptitudes could be adapted to a great variety of skilled occupations, and urged that opportunities should be kept open for them.

"Owing to improvements in technique which have brought about the substitution of mechanical processes for the muscular effort required in certain occupations, female labour can be used on a much wider scale, especially in industry," the report stated. "In a word, the technical differences between traditional men's occupations and traditional women's occupations have disappeared to a large extent. Customary approaches to the problem of women's labour have changed less than mechanical processes. However, women to-day are much more conscious of the fact that they are active members of the labour force.

"In the interests of the human community and in the interests of the women workers to whom the ILO has pledged its protection, policy for women's employment should necessarily open to them prospects on a level with the capabilities which they demonstrate. Moreover, the administrative machinery for integrating workers in the national economy should, if necessary, be readapted in the light of these new concepts."

Placement of Women

In regard to the placement of women, the Committee considered it of basic importance that employment services should be expected to place in a vacant job the person best qualified to fill the job.

The experts agreed that an employment service should not be organized wholly on the

basis of sex; but certain of them expressed the view that separate sections for the placement of women and men give good results, provided they work along the same lines and in close collaboration.

The usefulness of vocational guidance was stressed. Guidance of individuals might be supplemented by methods of providing collective information, such as pamphlets, radio talks, films, etc., on careers and occupations, training facilities open to women, time needed for preparation, current wages, and prospects of success and promotion.

The need of trained personnel both for guidance and placement services was recognized by all the experts.

As regards both the placement of women and the granting of insurance benefits or assistance allowances during unemployment, the interpretation of the term "suitable employment", refusal of which entails suspension or loss of the benefits or allowances, was considered to be of primary importance. It was agreed that, for both men and women, the general standards for suitable employment, with revision in appropriate cases as to a reasonable period of time which may vary with individual circumstances, are: (1) skill qualifications comparable to those of the most recent employment, or of the highest skill used by the applicant; (2) wages comparable to those paid on the last job or to those established within the district offering the job; (3) suitability of experience; (4) convenience of location; (5) appropriateness of the applicant's physical condition to physical requirements of the job; and (6) absence of disqualifying circumstances in the job (such as trade disputes, wages below those provided by union contracts, or an unreasonable requirement of geographical shift).

It was pointed out that some of these requirements should be studied with particular care in the case of a woman worker, especially the location of the work place when a woman worker has a family or household responsibilities. Furthermore current interpretations of the term have often revealed a lack of understanding of women's capabilities, par-

vice is considered "suitable employment" for particularly in such cases as where domestic ser-
women with high technical qualifications.

In regard to vocational training it was felt that effort should be made by education, dissemination of information and other means, to overcome the indifference to training frequently displayed by women.

Equal Remuneration for Work of Equal Value

The experts noted with satisfaction that the ILO recognizes in its constitution and elsewhere the principle that men and women should receive equal remuneration for work of equal value.

They reviewed the methods utilized in certain countries for analyzing the characteristic elements of each job and for furnishing in this way definite standards for fixing wages according to job content, and noted that, especially for mass production, these methods have been found effective.

The experts considered that, either by collective agreements or by legislation, measures should be taken for applying in a practical way the principle of equality which the ILO has affirmed and reaffirmed on various occasions. In particular, they requested the International Labour Office to follow carefully the development of methods for achieving this result.

Domestic Employment

After an extensive discussion of the problems of the low standard and traditionally female occupations, it was agreed that domestic service was the least well organized, oldest, and most widespread of these occupations.

There was also general agreement that domestic service in the household was by its nature one of the most socially important of all occupations. Since, however, a widespread scarcity of domestic workers had arisen in many countries, it had become apparent that it was necessary to improve the standards of work, remuneration and skill of the workers in this field. Standards of employment and of skill must be lifted to be comparable to those in well organized lines of work, it was felt.

Towards this end, the experts recommended that living conditions, leisure time and holidays with pay should be defined. Clear definitions of duties, either by means of a written contract as provided for in some countries, or by other means of defining the work, should be developed in all countries. Furthermore social security measures (including unemployment, accident, old age and survivor, invalidity, health and maternity insurance) should be extended to cover domestic workers.

It was pointed out that the introduction of mechanical processes and electric power into

homes is bringing into domestic employment the possibility of standards comparable to those of industrial occupations. Regulation heretofore suitable only to industrial work might, therefore, become adaptable to domestic employment, it was suggested.

In addition, it was suggested that this new development calls for vocational training to provide the worker with adequate skills.

The experts asked that the question of the status of domestic workers be placed on the agenda of the Conference at a forthcoming session in order to determine by a recommendation minimum standards which should protect domestic workers. It was also suggested that the International Labour Office undertake a study of the legislation and institutions providing for Home Aides as a basis for possible action.

Special Problems of Employed Married Women

There was general agreement that married women must have the right themselves to choose whether or not they should undertake work outside the home, and that legal hindrances to their employment should therefore be removed or their enactment avoided. Services such as the care of children, and the provision of prepared meals and shopping services should be encouraged.

Problems for Further Study

The experts agreed that studies were needed regarding changing aspects of women's work. In particular they called attention to an international aspect of the problem of industrial home work, namely that, with the improvement of transport facilities, employers were able to seek new sources of cheap labour across national boundaries.

Action Taken by Governing Body

On consideration of the report of the Committee on Women's Work, the Governing Body adopted the following conclusions:

(a) The Office should make special studies of legislation and institutions in various countries relating to a Home Aide Service, and of the new international aspects of industrial home work.

(b) The question of the status of domestic workers might be placed on the agenda of the Conference at a forthcoming session.

(c) The Office is authorized to present the report to the Employment Committee of the ILO, drawing attention to the suggestions relating to the employment of women in the post-war period.

(d) The Office is authorized, when extending invitations to committee meetings in

which women are interested, to draw the attention of the governments concerned to the importance of including experts on women's problems among the delegates and advisers.

(e) The Governing Body should designate a representative from each group to take part in future meetings of the Committee on Women's Work.

First Meeting of Metal Trades Committee, Toledo, Ohio, May, 1946

THE Metal Trades Committee of the International Labour Organization, held its first session at Toledo, Ohio, from May 2 to 10, 1946, in the auditorium of the Toledo Public Library.

Delegations in attendance consisted of eighty delegates and advisers, sixty-seven being full members of the Committee and thirteen being present in the capacity of adviser.

Thirteen countries were represented, namely, the United States of America, Australia, Belgium, Canada, Denmark, France, United Kingdom, India, Mexico, Netherlands, Norway, Sweden and Switzerland.

As with other ILO industrial committees, the basis of representation was two from government, two from employers, and two from workers, from each of the countries holding membership in the Committee. All countries represented at the first meeting had tripartite delegations in attendance, except for the Mexican delegation which did not include workers' delegates.

Czechoslovakia was to have been represented on the Committee, and Finland and Italy were to have been represented by observers, but in no one of these three cases was it found possible to have representatives present.

The Chairman throughout the sessions was Mr. V. Cyril Phelan, Canadian Government representative, who had been chosen as Chairman by the Governing Body of the ILO at its 97th Session in Paris, held in November, 1945. The three representatives of the Governing Body appointed to attend the meeting of the Committee, were Mr. V. Cyril Phelan (Canada) for the Government Group, Mr. Jules Lecocq (Belgium) for the Employers' Group, and Mr. Gunnar Anderson (Sweden) for the Workers' Group.

The Vice-Chairmen elected by the Committee were Mr. Romney, United States Employers' member, and Mr. Ilg, Swiss Workers' member.

Canadian Delegation

The Canadian members, appointed to the Committee by Order in Council, were as follows:—

Representing the Government: Mr. R. J. Tallon, Unemployment Insurance Commis-

sion, Ottawa; Mr. V. C. Phelan, Department of Labour Ottawa. (Technical Adviser to Canadian Government Members—Mr. William Duncan, National Employment Service, Winnipeg.)

Representing Canadian Employers: Mr. S. C. Evans, Taylor Forbes Ltd., Guelph; Mr. A. B. Lawrason, Eureka Foundry and Manufacturing Co. Ltd., Woodstock, Ont.

Representing Canadian Workers: Mr. G. P. Schollie, International Association of Machinists, Montreal; Mr. Lucien Lavallée, National Metal Trades' Federation, Montreal.

As Mr. Phelan was also Chairman of the Committee, Mr. Duncan substituted as Committee member in his stead for this first meeting.

Proceedings of the Committee

The Committee appointed a Steering Committee to make proposals for the organization of its work from day to day, and Mr. Phelan was selected as Chairman and Reporter for this Committee.

The earlier sessions of the first meeting were given over to a general discussion of the problems before the Committee, and of labour and social conditions in the metal trades industry in the various countries represented. A good deal of valuable data was laid before the Committee, and a general disposition was in evidence to endeavour to work out principles on an international basis which might succeed in promoting the welfare of those engaged in the industry in each of the several countries, while at the same time conducing to improved relations between management and labour, and the improvement of the industry as a whole.

Arising out of the general discussion, the Steering Committee recommended that three sub-committees be established, to report back at the same meeting on the main parts of the problem before the conference. Consequently, three sub-committees were set up, as follows:—

Sub-committee on Employment and Production;

Sub-committee on Industrial Relations;

Sub-committee on Safety and Health.

The Sub-committee on Employment and Production consisted of twenty-five members—8 Government, 8 Employers' and 9 Workers'. That on Industrial Relations consisted of twenty-eight members—9 Government, 8 Employers' and 11 Workers'. The Sub-committee on Safety and Health was made up of fourteen members—4 Government, 4 Employers' and 6 Workers'. Provision was made so that the voting strength of each of the three groups would be equal on each of the sub-committees, in spite of the slight variation in the number of members available from each of the groups.

Mr. Tallon served actively on the Sub-committee on Industrial Relations, while Mr. Duncan was a member of that dealing with Safety and Health.

In view of the sub-committee procedure, the main business of the Committee as a whole, following the general discussion, became the adoption (frequently with some amendment) of the sub-committees' recommendations. A summary of the decisions of the Committee, based upon the sub-committees' reports, will now be given.

Safety and Health

Under this heading it was agreed to request the International Labour Office to undertake the preparation of a factual survey of the various measures taken in the different countries for the prevention of accidents and the protection of health in the metal trades. It was suggested that the ILO should act in collaboration with its Correspondence Committees on Accident Prevention and Industrial Hygiene and with the Metal Trades Committee itself.

Several resolutions on safety and health were also adopted, as follows:

First, that the Governing Body consider convening an international conference of labour statisticians, looking to an eventual international convention on standardization of statistics of industrial accidents and occupational diseases.

Second, that the Governing Body consider placing on the agenda of an early International Labour Conference the question of standardization of warning signs in industry.

Third, favouring the setting up of joint committees of employers' and workers' representatives in industry to promote the prevention of accidents and to protect health.

Fourth, advocating use by the different countries of all means of publicity to encourage accident prevention and to protect health.

Industrial Relations

The Committee, adopting the Sub-committee's recommendation, passed a resolution asserting the free right of employers and workers to join organizations of their own choice, and recommending that the govern-

ments of member states of the ILO should be asked to consider the repeal of any existing legislation which might prejudice the right of association, and to consider guaranteeing this right either by legislation or otherwise.

On the subject of promotion of the welfare of the industry and its workers, through the development of closer relations between management and labour, a lengthy resolution was adopted in which the Committee recommended the setting up in each country of machinery as follows:

"A. *In the social field*, the establishment of bargaining units, units responsible for interpreting agreements and supervising their application, and units for mediation and arbitration in case of disputes arising either before or during negotiations or again during the validity of collective agreements binding on the parties; According to the functions which they would be required to perform, these units might be national or regional or at factory level, it being understood that the latter would in no way take the place of the organizations parties to the collective agreements;

"B. *In the economic and technical field*,

(a) the establishment of joint national committees for the metal trades, the object of which would be to assist the industry in maintaining its maximum efficiency by a full use of its economic, human and technical resources, should be taken into consideration;

(b) the establishment of joint committees on the factory level with the object of maintaining and developing production without restricting the prerogatives of management should also be taken into consideration."

A third resolution affirmed the necessity for strict observance of collective labour agreements, as well as the amicable solution of difficulties while an agreement is in force.

Continuance of ILO studies on current legislation and practice, in regard to labour relations, was urged in a fourth resolution.

A fifth resolution recommended that the ILO study particularly wage conditions in underdeveloped regions, with a view to formulating recommendations for securing for workers in such areas adequate standards of living and social progress, together with freedom of association and the right to collective bargaining.

Production and Employment

The chief resolution on Production and Employment suggested:

(a) that high production is essential to high wages, full employment and a high level of consumption;

(b) that governments concerned should study their existing policies relating particularly to taxation, industrial relations,

government expenditure and foreign trade with the object of encouraging efficient production and expanding employment;

(c) that the ILO should continue studies bearing on maximum production and employment;

(d) that the ILO should inquire into schemes in existence in different countries, for a guaranteed wage to workers.

Looking to the immediate post-war shortages in European countries, the Committee sought by resolution to promote consideration by interested international bodies and governments, of ways and means of relieving these shortages.

Planning of government expenditures on products of the industry, to assist in stabilizing conditions, was proposed in a further resolution.

Study of extension of schemes of social security among metal trades workers by governments, was recommended.

The ILO was further recommended to study the effects on employment and production of:

- (a) technological improvements in industry;
- (b) various forms of reduced weekly hours.

The final resolution under this heading suggests that the attention of the Economic and Social Council of the United Nations be drawn to the advisability of capital equipment and technical assistance being made available for underdeveloped regions, to promote the prosperity of the industry.

Definition of "Metal Trades"

There being some difference of opinion in regard to the scope of the Committee's work, the question of a definition of "Metal Trades" was referred to the Steering Committee. Through adoption of the Steering Committee's

report, the Metal Trades Committee declared as follows:

"1. That the following definition of "metal trades" should be adopted as a provisional definition:

"Whereas it appears that there are necessary variations in the field referred to as the "metal trades" in the several countries belonging to the ILO; and

Whereas the Metal Trades Committee of the ILO considers that it is necessary that the Office be provided with some description of the field within which the Committee's interest lies; and

Whereas it is believed that any description of the Metal Trades now approved by the Committee, while useful in the pursuit of studies on an international basis through the ILO, would still not disturb practices in effect for strictly national purposes:

Therefore be it resolved that for the purposes of the Metal Trades Committee the term "metal trades" shall include the processing of either base or precious metals, or the fabrication or manufacture of articles of commerce of which the metallic content requires the major portion of the application of labour in its manufacture."

"2. That the International Labour Office should be requested to make such inquiries as may be necessary among the Member States of the International Labour Organization with a view to providing the next meeting of the Metal Trades Committee with data upon which a permanent definition might be based;

"3. That the International Labour Office should be asked to consult with Governments from time to time, until the next meeting of the Metal Trades Committee, on the variations of national definitions from that given in paragraph (1) of this resolution, and also on the extent to which the several reports received at the request of the Metal Trades Committee may be influenced by the provisional definition."

Next Meeting

It is planned to hold the second meeting of the Metal Trades Committee at Stockholm, Sweden, some time after the middle of 1947.

Textile and Building Committees of the ILO

MEETINGS of two of the industrial committees of the International Labour Organization were scheduled to be held at Brussels, Belgium during November. The committees are those which were set up for the textile industry and for building, civil engineering and public works.

The committees are composed of two representatives of employers, workers, and governments from the participating countries, the representatives of employers and workers being nominated by the principal organizations having a substantial membership in the industries in question.

The agenda of each of the two committees consisted of the following items: (a) social problems in the industry during the period of

transition from war to peace; and (b) future international co-operation concerning social policy and its economic foundations in the industry.

Canada's representatives on the Textiles Committee, which met from November 14 to 22, were as follows:—

Government Members: Mr. Raymond Ranger, Assistant to the Deputy Minister, Department of Labour, Ottawa, Ont.; Mr. F. J. Ainsborough, Industrial Relations Officer, Department of Labour, Toronto, Ont.

Employer Members: Mr. Harold G. Smith, President, Mohawk Mills Limited, Hamilton, Ont.; Mr. W. A. Kennedy, Director of Aberfoyle Manufacturing Co., Guelph, Ont.

Worker Members: Mr. Arthur Spivey, Vice-President, Local 147, United Textile Workers of America, Huntingdon, P.Q.; Mr. Maurice Leger, President, Local 779, Textile Workers' Union of America, Cornwall, Ont.

On the Building Committee, meeting between Nov. 25 and Dec. 3, Canada was represented as follows:—

Government Members: Mr. Paul E. Renaud, Chief of Treaty Division, Department of External Affairs; Mr. Joseph A. Meindl, Employment Adviser, Unemployment Insurance Commission, St. Boniface, Man.

Employer Members: Mr. J. Clark Reilly, General Manager, Canadian Construction Association, Mansonville, Brome Co., P.Q.; Mr. John N. Flood, Flood Construction Company Limited, Saint John, N.B. (substitute for Mr. Allan C. Ross, Ross-Meagher Ltd., Vice-President of Canadian Construction Association, Ottawa, Ont.).

Worker Members: Mr. Ernest Ingles, Vice-President, International Brotherhood of Electrical Workers, London, Ont.; M. Osias Filion, President, Building Trades Federation, 7996 Boyer Street, Montreal, P.Q.

Of the seven industrial committees that have been established by the ILO, six will now have

held their first meetings. Accounts of opening meetings of the Committees on Coal Mining and Inland Transport appeared in a supplement to the December, 1945 issue of the *LABOUR GAZETTE*; of the Iron and Steel Committee in the June, 1946 issue (p. 729); and of the Metal Trades Committee elsewhere in this issue. The Petroleum Committee, the last of the seven, is to hold its first meeting at Lima, Peru, in February, 1947.

At its 99th Session, held recently in Montreal, the Governing Body of the ILO decided that the second meetings of the Committees on Coal Mining and Inland Transport would be held in April or May, 1947, at Geneva, Switzerland; and that the second meetings of the Committees on Iron and Steel and the Metal Trades would be held in August, at Stockholm, Sweden.

Committee on Chemical Industry

The Governing Body further decided in principle upon the establishment of a committee for the chemical industry, the committee to hold its first session when provision could be made for it. This committee will be the eighth such international industrial committee to be set up.

99th and 100th Sessions of Governing Body

THE 99th and 100th Sessions of the Governing Body of the ILO took place prior to, and during the course of the Montreal Session of the International Labour Conference. (The proceedings of the Conference were summarized in last month's issue of the *LABOUR GAZETTE*, p. 1394).

99th Session

Canada was represented at the 99th Session by Mr. Arthur MacNamara, Deputy Minister of Labour, and Mr. Paul E. Renaud, Counselor, Department of External Affairs, assisted by Mr. Paul Goulet, Mr. A. H. Brown, Mr. E. Stangroom, Mr. V. C. Phelan and Mr. C. McCord, all of the Department of Labour.

Reference has already been made to action taken by the Governing Body at its 99th Session in appointing Mr. Edward J. Phelan as Director of the International Labour Office (L.G., Oct., 1946, p. 1399); implementing certain of the recommendations of the Committee on Women's Work (p. 1536 above); and setting dates for future meetings of industrial committees (p. 1540). Some of the other work of this Session was preparatory to the Montreal Conference, and its outcome has thus already been described.

In the course of this Session the Governing Body also approved a progress report of the ILO Committee on Accident Prevention, which met in San Francisco in July to consider a draft model safety code for factories.

A Preparatory Asiatic Regional Conference, which had been scheduled to meet at New Delhi, India, next January, was postponed until October, 1947.

The Governing Body decided to refer resolutions adopted by the Iron and Steel and Metal Trades Committees to governments or to the Economic and Social Council of the United Nations, as would be appropriate.

The Director's Report contained an obituary respecting Mr. Tom Moore, who for many years was President of the Trades and Labour Congress of Canada, and who was associated with the ILO from its earliest days, having attended the first session of the Conference at Washington in 1919, and having been a workers' member of the Governing Body.

100th Session

At the 100th Session of the Governing Body, the Canadian Government was represented by Mr. Renaud, assisted by Messrs. Goulet, Stangroom and Phelan.

Mr. Guildhaume Myrddin-Evans, Government Member from the United Kingdom, was re-elected as Chairman of the Governing Body. Mr. J. D. Zellerback, United States Employers' Member, and Mr. Leon Jouhaux, French Workers' Member, were re-elected as Vice-Presidents for the coming year.

The Governing Body appointed the members of a Committee on Juvenile Work, among whom are to be two Canadians, Mr. H. C. Hudson, Supervisor of Special Placements, and Miss Ruth Hamilton, Supervisor, Women's Division, both of the National Employment Service.

With a view to improving and standardizing the compilation of statistics in various

countries, particularly those which are needed as a basis for planning policies designed to maintain full employment, it was decided to convene a Conference of Labour Statisticians in Montreal in August, 1947. Invitations will be sent to all members of the ILO.

On the proposal of the World Health Organization, the Governing Body agreed to the establishment of two joint technical commissions, one on Industrial Hygiene, and the other on Provision for Medical Care and Health Services. The purpose of the Commissions will be to formulate means of avoiding duplication of efforts between the ILO and the Health Organization, and to recommend such common action as may be considered advisable.

Rehabilitation

Progress in Placement of Veterans

INFORMATION available indicates that rehabilitation has been proceeding successfully, in so far as absorption of veterans into civilian employment is concerned.

Statistics show that since early last Spring the total number of unemployed veterans has decreased rapidly. Month by month, since the end of the fairly difficult period of employment last winter, the numbers of veterans receiving out-of-work allowances and the numbers of unplaced veteran applicants at the National Employment Service offices have been reduced. At the same time demobilization has been all but completed.

When it is remembered that up to the end of August this year almost three quarters of a million men and women who were with the Armed Forces had been returned to civilian life during the past year and a half, it would seem that rehabilitation is now in its final stages—that the task of re-establishment is well on its way to completion.

But actually a good deal of work remains to be done before the veterans have all been translated into civilian workers—and the last part of the project, no less than the earlier phases, requires the full co-operation of all industrial employers.

First of all, most of a group of 100,000 veterans not yet placed in employment will go out in search of industrial employment in the next several months. These comprise veterans still to be discharged from the Forces, those now at universities, those taking trades training under Canadian Vocational Training, as well as those seeking work opportunities at the moment.

In addition to the hundred thousand or so veterans already referred to, an important but unestimated percentage of ex-servicemen, although presently working, have not been permanently re-established. Immediately upon discharge these veterans found that the work which they had planned to do was not available, or there were urgent manpower needs in important lines, so that men took temporary employment then offering. Rehabilitation will not be complete until as many as possible of this group have found suitable regular occupations.

During the period from May 1, 1945 to September 30, 1946, more than 375,000 jobs were found for veterans of World War II through the offices of National Employment Service. This figure does not represent the total number of veterans who obtained jobs through the Employment Service, but rather the total number of jobs found and filled. In many cases, because of the temporary nature of the employment, a single veteran may have had to be placed two or more times. Included in this total are 5,297 jobs found for veterans with service in both world wars.

Placement Briefs

From December 14, 1944, to September 30, 1946, a total of 7,398 handicapped veterans were placed in employment through the Special Placement Sections of the National Employment Service.

* * *

Between August 1, 1945 (when comprehensive records on reinstatement were first started) and October 2, 1946, at least 161,227 veterans returned to their pre-enlistment employment—a right safeguarded under the Reinstatement in Civil Employment Act. Of this number, 1,928 were women.

* * *

Almost 36,000 veterans are now taking training under the Canadian Vocational Training plan, to prepare themselves for future employment, while about 35,000 are being assisted in taking full time university courses.

* * *

At the end of March this year a total of 43,500 veterans were receiving out-of-work allowances, but by the end of September this figure had been reduced to about 20,000. The number of unplaced veteran applicants registered with the National Employment Service at the end of September totalled about 45,000 compared to 71,000 at the beginning of June—four months earlier.

* * *

At the end of September around 27,000 veterans were receiving temporary allowances

to assist them while awaiting returns from their own farms, or from business or professional ventures. Many others who had started their own businesses during the past year have since become self-sustaining.

* * *

It has been estimated that there are only about 17,000 members of the wartime Armed Forces still to obtain discharge under the general demobilization plan.

Uncovering Training-on-the-Job Opportunities

CONDUCTED by the National Employment Service in co-operation with Canadian Vocational Training and the Department of Veterans Affairs, the campaign to obtain training-on-the-job opportunities for discharged war veterans has brought a varied response. Among the somewhat unusual training-on-the-job employment opportunities offered were those in such occupations as grain buyers, seismograph helpers, social workers, station agents, reporters and diamond cutters.

The campaign has been given wide publicity in the newspapers, on the radio and by direct mail to employers. Those who could offer training-on-the-job opportunities were requested to inform the National Employment Service, or the Canadian Vocational Training Branch of the Department of Labour, or the Department of Veterans Affairs. Opportunities were uncovered in over 135 different occupations, but the greatest demand was for automotive mechanics, carpenters, and textile machine operators.

Numerous opportunities have been reported where the employer offered a high enough

wage to the trainee to make it unnecessary for the veteran to use all of his re-establishment credit to supplement his "learning income". In such cases the veteran can use his surplus credit for the purchase of tools, household goods, or for other re-establishment purposes.

On the other hand, some of the opportunities were found unsuitable for veterans because of the long period of apprenticeship, or the low starting wage. Consequently, some of them have been turned over to the Youth Training Division of the National Employment Service, which was set up within the past year to take care of "first jobbers".

Between May 1, when records were commenced, and September 30, 1946, 1,864 training-on-the-job opportunities were submitted to Canadian Vocational Training, divided by regions as follows: Maritime, 611; Quebec, 576; Ontario, 412; Prairie, 187; and Pacific, 78. Many others were submitted to C.V.T. and to the Department of Veterans Affairs prior to May 1, 1946. The campaign is still in operation and it is hoped that many more training-on-the-job opportunities will be revealed.

Booklets on Employment of Handicapped Persons

A SERIES of booklets entitled "Employment of Canada's Disabled—Veterans and Others" is being published under the authority of the Departments of Veterans Affairs and Labour. Their purpose is to explain the problems of employment of physically handicapped persons.

The first two booklets are entitled "*Basic Considerations*" and "*Selective Placement*" and have been given general distribution to all persons and agencies connected with re-establishment of the handicapped. The third booklet will deal with assessment of capabilities.

The booklets represent an effort on the part of the government to set forth the basic considerations involved and certain suggestions in the approach to the employment of disabled persons.

It is pointed out that, while the series refers particularly to the rehabilitation and

employment of disabled veterans, the principles of rehabilitation of the disabled upon which the booklets are based are applicable to all persons.

As explained in the preface, the booklets emphasize the fact that a physical disability is but one of a wide range of factors which differentiate the working potential of one man from that of another.

In speaking of the technique involved in the placement of persons suffering from physical incapacity, the introduction to the series explains that "the proper placement of disabled persons is neither difficult nor complex."

It calls only for "the application of good common sense, understanding and intelligence," and goes on to say that "it has been amply demonstrated that the disabled make good employees, with their productivity and

loyalty undiminished, and frequently enhanced."

The requisites of the employer in the matter of the physically handicapped are that disabled workers be "fully efficient" and that, if a disabled worker is employed, there be no increase in the accident risks and also that medical opinion will guarantee that the disabled worker's disability will not be aggravated by his work.

The initial booklet, *Basic Considerations* is designed to give Canada's employers an opportunity to study the problems involved in placement of the physically handicapped.

The fundamentals of this specialized field of employment are explained in broad, simple terms and the object of the first of these booklets is to provide employers with an appreciation of the problems of the disabled. The second booklet, *Selective Placement* gives the details of the selective placement procedure, and it is intended that the third booklet shall deal with assessment of the capabilities of the physically disabled.

The booklets are being widely distributed among employers. Single copies may be obtained from the Superintendents of D.V.A. Casualty Rehabilitation centres.

Hospitalization of Veterans

The number of patients in Department of Veterans Affairs hospitals and homes and in other hospitals under contract to D.V.A. has increased by 48 per cent since V-J Day, Hon. Ian A. Mackenzie, Minister of Veterans Affairs, announced at the end of October.

The total number of patients on August 11, 1945, was 8,805 and this has now increased to 13,020 as of October 12, 1946.

During the same period the normal bed space in Departmental installations increased from 9,416 to 15,223, an increase of 61 per cent, and the number of patients in hospitals under contract to D.V.A. increased from 2,265 to 2,658 an increase of less than 17 per cent.

"The largest increase noted has been for veterans of World War II, being 135 per cent, whilst the number of veterans of World War I receiving treatment increased by 25 per cent," the Minister said.

The number of outpatients increased over this period from 3,625 to 6,147 or approximately 70 per cent. At the present time some 33,000 outpatient treatments per week are provided under D.V.A. arrangements; of these treatments approximately one-third are carried out by family doctors and the remainder are provided at Departmental installations.

D.V.A. is operating 44 hospitals, homes, and wings of hospitals across Canada and is providing treatment facilities for veterans of World War I, World War II, members of the Armed Forces at the request of Department of National Defence, and for certain civilians, including Merchant Marine pensioners. Of the 44 units now operated by D.V.A., 16 were previously operated by the Armed Forces.

Films to Assist in Rehabilitation

All citizens' organizations that are actively interested in the successful re-establishment of Canada's veterans may have the assistance of the National Film Board. The Board has produced a series of films designed to convey the importance of the national rehabilitation program to the individual veteran, to industry and to citizens in general. It is hoped also by visual methods to increase public understanding of veterans' problems and the machinery that has been set up to aid in their solution.

In more than 75 Canadian urban centres community film councils have been organized and are ready to give every co-operation to groups wishing to arrange film programs. In

each of these centres the local volunteer projection service can provide the necessary facilities for showing the films.

Film libraries have been set up at several points in each of the provinces where a majority of the films may be secured. The others may be obtained from the National Film Society, 172 Wellington Street, Ottawa, Ontario. With few exceptions, the films are 16mm sound productions in English. The titles have been arranged under the following headings:

(1) Machinery of Rehabilitation; (2) Re-establishment in Industry; (3) Agricultural Re-establishment; (4) Training Disability Cases; (5) Psychiatry; (6) Physical Medicine; (7) Amputations.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

Winnipeg Printing Pressmen and Assistants' Union, Local No. 87, Winnipeg Typographical Union, No. 191, and International Brotherhood of Bookbinders and Binderywomen's Union No. 160, and certain employing printers in Winnipeg.

Hall Company Limited, Vancouver Properties Limited, Pemberton Realty Corporation Limited, Stock Exchange Building Corporation Limited, Yorkshire and Pacific Securities Limited, and Building Service Employees' International Union, Local 244.

Various railway companies and Brotherhood of Railroad Trainmen.

Canadian Pacific Railway Company, Lake Erie and Northern Railway, Grand River Railway, Napierville Junction Railway, Dominion Atlantic Railway, Quebec Central Railway, Toronto, Hamilton and Buffalo Railroad,

Toronto Terminal Railway, Public Markets Limited, Northern Alberta Railways, Esquimalt and Nanaimo Railway and Railway Association of Canada, and employees.

Johnson Matthey and Mallory Limited, Toronto, Ont.

Blue Cabs Limited, Vancouver, B.C., and Taxicab, Stage and Bus Drivers' Local Union No. 151.

Ferguson Atlantic Underwear Limited, Moncton, N.B., and United Textile Workers, of Canada, Local 17.

Canadian International Paper Company.

International Woodworkers of America, Local 1-71, and J. R. Morgan Logging Company, Limited, Pacific Mills Limited and Kelley Logging Company, Limited.

St. Charles Hotel, Limited, Winnipeg, Man.

Brown's Bread Limited, Toronto, and Bakery Wagon Drivers and Warehousemen's Union, Local 647.

Re: Winnipeg Printing Pressmen and Assistants' Union, Local No. 87, Winnipeg Typographical Union, No. 191, and International Brotherhood of Bookbinders and Binderywomen's Union No. 160, and certain employing printers in Winnipeg.

Reasons for Decision

With leave of the Regional War Labour Board for Manitoba the Unions mentioned above appeal to this Board from a Finding and Direction of the Regional Board, dated July 10, 1946.

The Unions' requests may be summarized as follows:—

1. A reduction in the normal work-week from forty-four (44) hours to forty (40) hours; and

2. Certain adjustments in wage rates.

We have considered carefully the arguments of the representatives of the Unions and of the employers. We have had an opportunity of reviewing the records of the Regional War Labour Board for Manitoba. The Regional Board obviously gave most careful thought to this question and that Board concluded that local conditions in Winnipeg are such as to render it inadvisable to reduce the normal work-week to less than forty-four (44) hours. Our investigation leads us to conclude that it

would not be feasible at the present time, to reduce the normal work-week from forty-four (44) hours to forty (40) hours. It has been demonstrated to us that the labour supply in the printing industry in Winnipeg is not sufficiently adequate to enable the Company to obtain the additional labour which would be required to augment the working force if the work-week is reduced to forty (40) hours. In addition, printing equipment is not available to make the necessary machinery replacements in the plants affected by this application. Under the circumstances, therefore, we agree with the decision of the Regional War Labour Board for Manitoba and dismiss this portion of the Union's appeal.

On the question of wage rates, we agree with the rates set by the Manitoba Board for journeymen excepting for the rate pertaining to the occupational classification "Two Colour and Rotary Pressmen". We are of the opinion that there is merit in the Union's contention that the occupational classification "Two

Colour and Rotary Pressmen" should enjoy a differential over and above the rates paid to Journeymen Compositors, Bookbinders and Pressmen (Single Colour). We find that due to the additional skill and requirements of this occupational classification there is a practice in the industry to pay to Two Colour and Rotary Pressmen a differential of ten (10c) cents per hour over and above the wage rates paid to Journeymen Compositors, Bookbinders and Pressmen (Single Colour). We consider that this practice should be followed in Winnipeg. We are not disposed to disturb the rates set by the Regional Board for Journeymen Compositors, Bookbinders and Single Colour Pressmen. We feel that it is fair to point out that in a previous appeal before this Board the officials of some of the same Unions interested in the present case argued that certain differentials have always existed between the wage rates paid in the newspaper industry and those paid in the job printing

industry. If we were to apply to this case the arguments advanced by them in the previous appeal we would have to reduce the rates granted in the present case by the Regional Board.

The Regional Board directed an upward revision of 7.7 per cent in the wage rates for the other occupational classifications. This Board has on many previous occasions indicated that, as a rule, it does not approve of general increases calculated on a percentage basis by reason of the fact that such a practice tends to destroy existing wage rate differentials. We believe that it would be just and reasonable to grant to the employees in the lower paid occupational classifications a general increase of seven (7c) cents per hour.

Finding and Direction will be issued giving formal effect to the above and varying the decision of the Regional War Labour Board for Manitoba accordingly.

October 10, 1946.

Re: Hall Company Limited, Vancouver Properties Limited, Pemberton Realty Corporation Limited, Stock Exchange Building Corporation Limited, Yorkshire and Pacific Securities Limited, and Building Service Employees' International Union, Local 244.

Reasons for Decision

The Companies own and operate office buildings in the City of Vancouver. The Union represents the Janitors, Elevator Operators and other employees in similar occupational classifications in the employ of the first four named Companies.

The Union asked the Regional War Labour Board for British Columbia to direct the said four Companies to increase the wage rates of those employees. In and by decision of May 6, 1946, the Companies were so directed. The Companies protested against the action taken by the Regional Board in disposing of the applications without first hearing the parties. A hearing was thereupon granted, and on July 15, 1946, new decisions were made. The original decisions directed the payment of single rates. The second group of decisions provided ranges of rates, the high of each being the same as the single rate previously directed.

Yorkshire and Pacific Securities Limited, applied to the Regional Board for permission to increase the wage rate for its employees in the occupational classification of Janitoress. The Regional Board directed the Company to pay higher rates than those requested.

All employers asked leave to appeal from those decisions. The Regional Board refused to grant such leave. The Companies applied to this Board for leave to appeal and after leave was granted to appeal.

The first four Companies plead inability to pay the increased rates. Counsel for the Companies assured us that such plea was made before the Regional Board, and that the plea was supported by evidence. The evidence in each case being a certified copy of the financial statements (balance sheet and profit and loss account).

It would appear that the Regional Board paid scant attention to the evidence in support of the plea of inability to pay. In our opinion the evidence is conclusive. Each of the four Companies shows a loss on operations. No provision is made or could possibly be made to retire any part of secured obligations, and in case there might be doubt in the minds of some, it should be made clear that shareholders do not receive any dividends.

We find that Hall Company Limited, Vancouver Properties Limited, Pemberton Realty Corporation Limited and Stock Exchange Building Corporation Limited, have shown inability to pay the increased wage rates, and because of this, the appeal taken by those Companies is allowed.

The Yorkshire and Pacific Securities Limited does not say that it is unable to pay the increased wage rates. The Company rests its appeal on the ground that the wage rates fixed are higher than those prevailing in other office buildings of comparable class and location, and are therefore discriminatory. The Company filed a statement (Appendix

F), showing the rates paid to employees in several office buildings in the same area of the City of Vancouver. The statement shows a wide variation in the rates paid, but it also indicates that in some instances the rates presently paid are as high as those directed by the Regional Board. In the case of the Janitoress, the rates directed are above the highest rates shown for that classification in Appendix F. The low of the range, however, is only 3 cents above the previous high rate.

We are entitled to assume, and do assume, that the Regional Board, in dealing with the Yorkshire and Pacific Securities Limited, case, proceeded on proper principles with full realization of the purposes and intent of the said Order. We must recognize the fact that the Regional Board has full knowledge of local conditions as the same apply to office buildings generally. The submissions in this case fall short of indicating that the Regional Board committed any fundamental error in its decision in question.

We allow the appeals of Hall Company Limited, Vancouver Properties Limited, Pemberton Realty Corporation Limited, Stock Exchange Building Corporation Limited, and we dismiss the appeal of Yorkshire and Pacific Securities Limited. Finding and Direction accordingly.

October 11, 1946.

Supplementary Reasons for Decision

We have just noticed that in that portion of our Reasons for Decision, dated October 11,

1946, which deals with the appeal of the Yorkshire and Pacific Securities Limited, we proceeded upon a fundamental misconception. Unfortunately, we mistook the case of the Yorkshire and Pacific Securities Limited for one of the other cases dealt with in the same Reasons for Decision. We were under the impression that the Regional War Labour Board for British Columbia had directed a range of rates for the occupational classification of "Janitoress". Actually the Regional Board directed the Company to pay a single rate.

Under these circumstances, therefore, we hereby amend our said Reasons for Decision by deleting therefrom the last three paragraphs and substituting therefor the following:—

The Yorkshire and Pacific Limited does not say that it is not able to pay the increased wage rates. The Company rests its appeal on the ground that the wage rate which was fixed by the Regional War Labour Board for British Columbia is higher than that prevailing in other office buildings of comparable class and location and are therefore discriminatory. We have examined the wage rates paid for the occupational classification of "Janitoress" in office buildings in Vancouver and we are of the opinion that it would be just and reasonable to direct the Company to pay a range of rates rather than to pay a single wage rate.

The nature of the range of rates to be paid will be indicated in this Board's Finding and Direction.

The appeals of the Companies are allowed. Findings and Directions accordingly.

October 18, 1946.

Re: Canadian National Railways, Canadian Pacific Railway, Dominion Atlantic Railway, Grand River Railway Company, Lake Erie and Northern Railway Company, Montreal and Southern Counties Railway Company, Niagara, St. Catharines and Toronto Railway, Northern Alberta Railways Company, Oshawa Railway, Quebec Central Railway Company, Temiscouata Railway Company, Toronto, Hamilton and Buffalo Railway Company, Toronto Terminals Railway, Temiskaming and Northern Ontario Railway (Ontario Northland Railway) and Winnipeg Public Market (Union Stock Yards), and Brotherhood of Railroad Trainmen.

Reasons for Decision

This application was originally submitted to the National War Labour Board under date of March 30, 1946. The Brotherhood asked the National War Labour Board to direct the Companies to increase by 25 per cent, the wage rates presently in effect for the employees concerned and to implement certain changes in rules which would affect compensation. The Board was also asked to direct that the said increases and changes be made effective on August 6, 1945.

On July 16, 1946, the National Board returned the issues to the parties and suggested that negotiations be undertaken with a view to presentation, if agreement could be reached, of a joint application on such basis as might consistently be approved by us within the governing provisions of P.C. 9384, as amended.

Similar action was taken concurrently by the Board with a number of other applications then before it which involved other groups of railway employees, as well as in

other cases in respect of which the Board has received notices that applications were pending. One of the applications returned for further negotiations had been filed with the Board prior to that of the Brotherhood of Railroad Trainmen.

Pursuant to our suggestion, the several organizations representing railroad employees and representatives of the railway companies concerned, entered into negotiations and agreement was reached between all Brotherhoods, except the Trainmen, and Canadian National Railways and Ontario Northland Railway (formerly the Temiskaming and Northern Ontario Railway Company). However, previous to the agreement having been reached, the Brotherhood of Railroad Trainmen and certain of the railway companies, including Canadian Pacific Railway Company and its subsidiaries, had withdrawn from the negotiations.

The agreement as concluded between the Canadian National and Ontario Northland Railways and railway labour organizations provided for a wage increase of 10 cents per hour or its equivalent effective from June 1, 1946, without regard to the dates upon which the applications or notices of application of any of the labour organizations had been filed. The agreement further provided that consideration of any rule changes would be deferred until February 1, 1947. Application for permission to implement the agreement was made jointly to the National War Labour Board by the signatory parties and authority was given to make its terms effective by our Finding and Direction of August 26, 1946.

As stated, neither the Brotherhood of Railroad Trainmen nor those railway companies which had withdrawn from the negotiations, subscribed to the agreement and we are now asked by the Brotherhood to consider their application on the original basis except that portion of the application which concerns changes of rules.

One of the Brotherhood's contentions is that we are now empowered to accept for comparative purposes the wage rates of American railroads operating in Canada as paid to their Canadian employees, which rates conform to wage scales paid to similar occupational classifications in the service of the said American railroads outside Canada. This contention is not well founded inasmuch as Section 22 of the Wartime Wages Control Order, P.C. 9384, still expressly stipulates that wage rates of employees engaged in international railway service, and established accordingly, shall not be taken into account by the National Board in considering any other application for changes in wage rates.

The submissions as presented on behalf of

the major railway companies do not dispute the entitlement of the workers represented by the Brotherhood of Railroad Trainmen to a wage increase in the same amount and subject to the terms as granted to other classes of railway employees though certain of the railway companies do plead inability to pay under present downward trends of railway earnings. Our views on the pleas of inability to pay the proposed wage increases in this case are the same as those set forth in our Reasons for Decision in the case of Canadian Pacific Railway, et al, and the Negotiating Committee of Employees.

It has been a long established principle that for similar work under similar conditions there should be parity of wage rates for railway workers on Canadian lines and certainly this has been largely true on the major systems. In this connection it must be remembered that the membership of the respective Brotherhoods comprises employees of all Canadian railways.

By Section 20 of P.C. 9384, as amended by P.C. 2432 of June 20, 1946, we are empowered to authorize or direct an employer to increase wage rates if and to the extent that we find such increased rates to be just and reasonable having regard to the purposes of the Order and to all circumstances deemed by us in our discretion to be material. Approximately 17,000 employees in railroad trainmen classifications across Canada are covered by this application and as stated, we have already authorized an increase in wage rates with effect from June 1, 1946, for approximately 115,000 employees (other than railroad trainmen) on the Canadian National and Ontario Northland systems.

Having regard to all the circumstances which we find to be material in this case, we must conclude that the achievement of uniform wage adjustments for equivalent service on all Canadian railways under our jurisdiction outweighs other considerations. We have decided to direct a wage increase of 10 cents per hour or its equivalent to have effect from June 1, 1946, for the employees represented by the Brotherhood of Railway Trainmen, in the service of the Canadian Railway Companies covered by the application, with the exception of: Algoma Central and Hudson Bay Railway Company, Essex Terminal Railway, Pacific Great Eastern Railway, Sydney and Louisburg Railway Company.

Because the four last named Companies are "Regional" employers, within the meaning of the by-laws of the National War Labour Board, applications concerning those Companies should be made to the Regional War Labour Boards having jurisdiction. Incidentally, the parties have already been

advised on this point. Decision in respect of Temiscouata Railway Company is reserved.

The National Board will direct all parties that any proposals for changes in rules governing working conditions affecting compensa-

tion shall be reserved until after February 1, 1947.

There will be Finding and Direction accordingly.

October 16, 1946.

Re: Canadian Pacific Railway Company, Lake Erie and Northern Railway, Grand River Railway, Napierville Junction Railway, Dominion Atlantic Railway, Quebec Central Railway, Toronto, Hamilton and Buffalo Railroad, Toronto Terminal Railway, Public Markets Limited, Northern Alberta Railways, Esquimalt and Nanaimo Railway and Railway Association of Canada, and employees.

Reasons for Decision

This is an application by the Brotherhood for an order, directing the Companies to increase wage rates by 10 cents per hour or its equivalent, to all classes of the Companies' employees, subject to Wartime Wages Control Order, 1943, with the exception of those employees who are represented by the Brotherhood of Railroad Trainmen. The Brotherhood also request us to fix June 1, 1946 as the date when the increases shall come into effect.

It will be recalled that in July of this year, the National War Labour Board requested all Canadian Railways and Brotherhoods representing the employees of those Railways, to negotiate on wages. All parties entered into such negotiations, but during the course of those negotiations, the Brotherhood of Railroad Trainmen retired as did the Railway Companies concerned in this case. The remaining employees' organizations and Canadian National and Ontario Northland Railways finally concluded an agreement, and in due course, we were asked to approve the agreement. Such approval was given on August 26, 1946.

The applicants now seek the same wage adjustments as were provided in our August 26 decision.

The Railway Companies and the Brotherhoods concerned, presented their arguments to this Board on September 25, 1946. The Companies did not oppose the wage increases requested. Indeed, their representatives recognized the long established practice of Canadian Railways to maintain parity of wage rates for the same or comparable occupational classifications of employees throughout the principal steam railway transportation systems. The issues in this case are confined to the pleas of inability to pay the increased rates without compensating increases in the prices of the services which they render.

The Companies presented their financial statements covering operations during the years 1939 to 1945 inclusive, together with an

estimate concerning the operations for the year 1946. On the basis of those statements they argued that it would be impossible for them to assume greater labour costs in the face of declining revenues.

The statements of the Canadian Pacific Railway show enormous increases in gross earnings from 1939 to the peak year 1944, \$151,280,700 to \$318,871,034. In 1945, gross earnings amounted to \$316,109,358 and it is estimated that the 1946 earnings will amount to approximately \$278,409,000. Thus a downward trend in earnings is indicated.

On the other side of the Canadian Pacific ledger, it is shown that the working expenses were \$122,756,880 in 1939. Substantial increases in such expenses were assumed in each year following until in 1945 the sum total of working expenses amounted to \$280,055,024.

The statements on operating expenses were not in detail, and we are, therefore, unable to ascertain whether the Canadian Pacific took any advantage of its favourable revenue position to "write off" on a basis which would not be possible in more difficult times. Nevertheless, we do know that such is good business practice, and we are also aware of the Company's reputation for efficient management and the maintenance of sound business practices.

During the years 1939-1945 inclusive, the total assets of the Canadian Pacific increased considerably as have reserve and profit and loss balances. The liquid position of the Company has been maintained and, indeed, improved. Funded indebtedness is down substantially thereby and to a commensurate extent, freeing the Company from certain recurring fixed charges. Of course, share capital and consolidated debenture stock remain unchanged. It was also shown that during the said period provision was made for dividends.

In cases of this kind, it has been the practice of the Board to consider a Company's overall financial position, rather than the financial position of a part only of an employer's undertaking. In this case regard must be had for a substantial item shown as "other in-

come" in the Company's financial statements. Such item is not included in the operating revenues above referred to.

In the case of the Toronto, Hamilton and Buffalo Railway, we find that the pleas of inability to pay has not been supported by the evidence presented to us.

All concerned must realize that the unprecedented volume of traffic handled by steam railways during the years under review, was attained in consequence of Canada's participation in World War II. It would be idle to assume that anything like that volume will be maintained in the subsequent years at least for some time. The present trend supports such view.

Wartime Wages Control Order, 1943, does not impose upon us the task of estimating the future earnings of the Companies concerned in this case. We need only consider the presently existing circumstances in and surrounding the case. In this connection we must take cognizance of the fact that Canadian National Railways and Ontario Northland Railways have agreed to adjust the wage rates of their employees to the same extent as requested in this case. We must also take into account the long established practice of maintaining parity in wage rates for employees of all major Canadian railroads. Finally, we hold that the Companies, respondents in this

case, are able financially to pay the increased rates for the time being at any rate.

In view of the foregoing we propose to direct the Railway Companies covered by this application, excepting those named below, to increase by 10 cents per hour or its equivalent, the basic wage rates of all employees covered by the application in this case. Such increase shall have effect from June 1, 1946.

As stated in another decision, the cases concerning Algoma Central and Hudson's Bay Railway, Essex Terminal Railway, Pacific Great Eastern Railway and Sydney and Louisburg Railway, must be referred to the Regional War Labour Boards having jurisdiction.

The National Board will also direct all parties that proposals for changes in rules governing working conditions affecting compensation shall be reserved until after February 1, 1947.

The National War Labour Board further rules that for the purpose of this application the Canadian Pacific Airlines Limited should not be considered as being one of the subsidiaries of the Canadian Pacific Railway Company. Therefore, it is not a party to these proceedings.

Findings and Directions will issue accordingly.

October 16, 1946.

Re: Johnson Matthey and Mallory Limited, Toronto, Ont.

Reasons for Decision

The Company appeals to this Board from a Finding and Direction of the Regional War Labour Board for Ontario, dated September 6, 1946. Leave to appeal was granted by the said Regional Board. By its Finding and Direction, the Regional Board declined to authorize the Company to pay the wage rates which it requests for the various occupational classifications of its employees.

The Company is engaged in the manufacture of goods in which precious metals are used. Its business is the only one of its kind in Canada. The Company has described to us the nature of its business and operations and has shown why it is necessary that all its employees be highly skilled and reliable in every respect. Moreover, we are satisfied that it would be improper to compare the wage

rates for the production workers concerned in this case with the wage rates for occupational classifications having similar nomenclatures in other industries in the city of Toronto.

The growth of the Company's business during the last few years has been such as to bring added duties and responsibilities to its technical, supervisory and clerical employees. The Company states that it has expanded its operations to include the manufacture of goods the like of which were previously produced only in foreign countries.

Having regard for all the circumstances of this case, we consider that it would be just and reasonable to authorize the Company to adjust wage rates of its employees as requested.

The appeal is allowed. Finding and Direction accordingly.

October 19, 1946.

Re: Blue Cabs Limited, Vancouver, B.C., and Taxicab, Stage and Bus Drivers' Local Union No. 151

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for British Columbia, dated May 9, 1946. In

and by that decision the Regional Board directed the Company to pay its taxicab and limousine operators \$5.12 per eight hour shift and to pay spare operators 64 cents an hour

with the guaranteed minimum of 4 hours' work. The Regional Board further directed the Company to pay one and one-half times the regular rate for hours worked in excess of 8 in any one day provided, however, that if such overtime did not exceed fifteen minutes the rule would not apply.

Prior to the decision under appeal, the operators were paid \$3.65 per day or 35 per cent of their gross earnings whichever was the greater. The employer states that for the twelve months period ending May 31, 1946, the earnings of his operators averaged \$6.04 per day. The employer filed statements showing the earnings of each operator for the months of June, July and August, 1946. Those statements are intended to show that practically all of the operators would stand to lose if the datal rate of \$5.12 was confirmed. It is argued that the Regional Board's decision has the effect of reducing wages and, therefore, is not in accordance with the provisions of War-time Wages Control Order, 1943.

The employer contends that the payment of a commission on the gross income of each taxicab is the only sound basis for remunerating the operators because the operator is to some considerable extent left on his own resources in getting business. On the other hand, it is said that a per diem rate would tend to dull the will to produce.

The Union takes the position that the employees would prefer a fixed rate rather than one calculated on fares received. Certain evidence was tendered which, if accepted, would indicate that the Union has not correctly expressed the views of the employees

concerned. We do not know how that evidence was obtained. We suggest, however, that the employees who produced the evidence for the employer, might have been better advised to have instructed the officers of their Union.

The Union representing the employees of other taxicab owners in Vancouver, has signed collective agreements with those owners. From information available to us it would appear that three of those agreements provide for the payment of \$5.12 per 8 hour day and one of the three is with a Company owning a large number of vehicles. The vast majority of the agreements, however, completed by the same Union, call for the payment of a guaranteed rate or a commission, whichever is the greater. In the latter group is one with a Company carrying on extensive operations in the said city.

Having regard for the number of employees engaged in taxicab service in Vancouver, it seems that the prevailing practice is to pay the employees a guaranteed rate or a commission, whichever is the greater. We find nothing in the submissions filed herein to justify our disturbing that practice in this case.

It is our view that the guaranteed rate should be adjusted. We find that it would be just and reasonable to increase the guaranteed rate of \$4.35 per day. The commission rate should remain as at present.

The appeal is allowed to the extent indicated above. Finding and Direction accordingly.

October 18, 1946.

Re: Ferguson Atlantic Underwear Limited, Moncton, N.B., and United Textile Workers, of Canada, Local 17

Reasons for Decision

This is an appeal by the Company from a Finding and Direction of the Regional War Labour Board for New Brunswick dated May 3, 1946, wherein the Board, upon an application by the Union, directed the Company to increase the wage rates of certain of the Company's employees.

The Company takes objection to the fact that the Regional Board based its decision on a comparison of wage rates as between those paid by the appellant Company and those paid by other employers for comparable occupational classifications in the Company's locality. The Company contends that since the Union's application was made prior to Order-in-Council P.C. 348 of February 15, 1946, which amended the Wartime Wages Control Order 1943, the Regional Board should have based its decision on the law as it was at the time of the

application. Prior to P.C. 348, a War Labour Board could direct increases in wage rates only if it were proven that a "gross inequality or a gross injustice" existed in respect of wage rates; whereas under P.C. 348 War Labour Boards were empowered to direct increases if it was shown that the wage rates were low in comparison with the wage rates paid to similar occupational classifications in a similar locality.

We cannot accept the Company's contention. P.C. 348 came into force on February 15, 1946. The decision of the Regional Board was made on May 3, 1946, at which time P.C. 348 was in effect and the Board was correct in making its decision according to the formula established by that Order-in-Council. It might be said, however, that regardless of which formula is applied to this case, whether it be that of "gross inequality or gross in-

justice or that of "comparability", our decision would be the same.

We have reviewed the case carefully and we are of the opinion that the Regional Board proceeded upon a proper appreciation of the

facts. We are in full agreement with the decision of the Regional Board.

In the circumstances, the appeal is dismissed. Finding and Direction accordingly.

October 25, 1946.

Re: Canadian International Paper Company

Reasons for Decision

On May 1, 1946, the hourly rated employees of the Company at Hawkesbury, Ontario, were granted a wage increase of 10 cents an hour. Subsequently the Company applied to the Regional War Labour Board for Ontario for permission to increase the ranges of rates for its employees in the occupational classifications of Chemist, Librarian, Secretary, Secretary to Executive, Shipping Room Clerk and Sulphite Foreman and others employed at Hawkesbury.

The Regional Board dismissed that part of the Company's application which concerns the above-named classifications. With leave of the Regional Board the Company now appeals from that decision.

The Company requests permission to make substantial increases in the said ranges of rates. From the material filed herein it would appear that the Company wishes to provide the employees concerned with approximately the same percentage increase as that resulting from the increase which was awarded to the hourly rated employees on May 1, 1946. In effect the Company contends that if an hourly rated employee in an establishment has had his wages increased from 74 to 84 cents an hour, the percentage increase being 13.5, other employees in the same establishment should have their wages increased by approximately the same percentage. To accept that contention and give effect to it would mean that the high of the range of rates for at least one of the above-named classifications would be increased by as much as \$94.31 per month, others would have their wages increased by

lesser amounts but all in excess of \$20.80 per month which is the equivalent of 10 cents an hour.

We cannot accept that contention because of the provisions of Section 21 of Wartime Wages Control Order, 1943. That Section is as follows:

Where the National Board authorizes or directs an employer to increase a single rate or the rates within the range for an occupational classification of his employees, the Board may authorize or direct the employer to increase single rates or rate within ranges for other occupational classifications of his employees, in order to maintain differentials in relation to the rates so increased, only if and to the extent that the Board finds that the conditions prescribed by paragraph (a) of section 20 of this Order to the powers of the Board to authorize or direct increases in such single rates or the rates within such ranges, exist, and only in smaller amounts where the rates are higher than the rates so increased.

Inasmuch as the wage rates of the employees concerned in this appeal are higher than those prevailing for the hourly rated employees in the same establishment, we are obliged to limit the increases in this case to amounts which are smaller than those given the hourly rated employees on May 1, 1946. In view of all the circumstances of this case we have come to the conclusion that it would be appropriate to authorize the Company to increase by \$20.00 per month the range of rates of each occupational classification concerned in this appeal.

The appeal is allowed to the extent indicated above. Finding and Direction accordingly.

October 28, 1946.

Re: International Woodworkers of America, Local 1-71, and J. R. Morgan Logging Company, Limited, Pacific Mills Limited and Kelley Logging Company Limited.

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for British Columbia, dated September 4, 1946, in which that Board has disallowed the Union's request for an increase of 10c per hour for all employees of various timber operators in the Queen Charlotte Islands. The Companies support the appeal though only to the extent of 5c per hour.

It is unnecessary for us to go into great detail in this case. All circumstances in this case are identical with those in a previous appeal which was heard by this Board and which was disposed of by this Board on November 13, 1945, in *Re Pacific Mills Limited, et al and International Woodworkers of America, Local 1-71*. In the latter case the same Companies and the same Union raised the same arguments which are being pleaded at the present time in support of the appeal.

In this Board's Reasons for Decision of November 13, 1945, (LABOUR GAZETTE, December 1945, pp. 1779-1780) there is set out in detail the facts involved in that appeal and the Board's reasons for dismissing the same. In effect, the parties are asking this Board to establish a differential in favour of employees employed on the Queen Charlotte Islands. In its Reasons for Decision of November 13, 1945, this Board pointed out that while a temporary higher rate was paid to loggers on the Queen Charlotte Islands during the war emergency the higher rate was precipitated by a situation which no longer exists and, in any event, had never been approved by a War Labour Board.

Re: St. Charles Hotel, Limited, Winnipeg, Man.

Reasons for Decision

This is an appeal from a Finding and Direction of the Regional War Labour Board for Manitoba, dated July 24, 1946, whereby the employer was directed to pay increased wage rates for certain occupational classifications of his employees. Leave to appeal was granted by the Regional Board on September 14, 1946.

The employer objects to the wage rates set by the Regional Board in respect of the occupational classifications "Night Watchman", "Tray Boys", "Dishwashers" and "Chambermaids", contending that the wage rates for these occupational classifications have been set at too high a level.

We have considered carefully the arguments of the employer and of the union and we have also examined the records of the Regional Board in this case. It appears from the record

The parties have not produced any new evidence which would lead us to deviate from our previous decision. Since the previous appeal was heard by this Board the employees in question have received an increase in wage rates amounting to 15c per hour. We do not think that it would be just and reasonable, having regard to the purposes of this Order to allow an additional increase in wage rates. The reasons given by this Board in its Decision of November 13, 1945, apply *mutatis mutandis* to the present appeal.

The appeal is, therefore, dismissed. Finding and Direction accordingly.

October 31, 1946.

that the Regional Board had before it evidence pertaining to the wage rates generally being paid in the hotel and restaurant industries in the City of Winnipeg. The Regional Board apparently was satisfied that the wage rates directed by them to be paid to the employees in the said occupational classifications were just and reasonable. In so doing they appear to have exercised their discretion in a proper manner. We cannot find that they were guided by other than reasonable considerations and, indeed, find that the wage rates set by the Regional Board are just and reasonable within the meaning of the Wartime Wages Control Order, 1943, P.C. 9384, as amended.

Under the circumstances, therefore, the appeal is dismissed. Finding and Direction accordingly.

November 2, 1946.

Re: Browns' Bread Limited, Toronto, and Bakery Wagon Drivers and Warehousemen's Union, Local 847

Reasons for Decision

An appeal by the Company from a decision of the Regional War Labour Board for Ontario, dated August 6, 1946. In and by that decision, the Regional Board directed the Company to increase the base rate and commission rates for its Bakery Wagon Salesmen. The base rate was increased from \$9.95 to \$11 per week, the commission on sales at retail from 15 per cent to 16.5 per cent, and the commission on sales at wholesale from 7 per cent to 8 per cent.

The grounds of the appeal are:—

- (1) That there was no evidence adduced by the Union upon which the Regional Board could properly find it just and reasonable to direct the Company to pay the increased rates.
- (2) That the implementation of the new rates will make it necessary for the Company to seek permission to increase the price of the bread it sells.

- (3) That the increased rates would widen the differentials existing between the rates for the Wagon Salesmen and its bakery production workers, which fact would be a ground in support of further wage increases for production workers.
- (4) That the decision fixes the rates for the life of the current collective agreement and does not take into account the possible effect on the weekly earnings of the Drivers in the event that subsidies now paid by the Government of Canada on materials used in the manufacture of bakery products are withdrawn and the price of bread is increased to compensate the bakers for the loss accruing through the withdrawal of the subsidy.

The first question to determine is whether the rates directed by the Regional Board are just and reasonable. We are of the opinion that the proper way by which this specific question can be determined is to compare

the rates with those in effect in comparable establishments. The use of the old rule comparing wage rates does not necessarily mean that the rule can or should be applied in all cases. It is particularly appropriate for this case because both parties agree that the Company's operations are substantially comparable with those of Canada Bread Company, Limited, and George Weston Bread and Cake Limited. All three Companies sell the same ranges of products to the same classes of customers in the same locality.

On or about June 10, 1946, the Union entered into a collective agreement with Canada Bread. That agreement provided that Canada Bread's Wagon Salesmen would be paid a fixed allowance of \$10.95 per week and a commission of 15 per cent on sales at retail and 7 per cent on sales at wholesale.

On or about June 13, 1946, the same Union entered into a collective agreement with George Weston Bread and Cake Limited. That agreement provided that the Wagon Salesmen concerned would be paid a fixed allowance of \$10.95 per week, a commission of 15 per cent on sales at retail, 9 per cent on sales at wholesale and 5 per cent on special account sales. The special account sale refers to the sales to chain stores and large wholesale deliveries. The fact that the larger wholesale accounts are included in the group for which a commission of 5 per cent is paid, may be the reason why Weston pays 9 per cent commission on the balance of sales at wholesale as compared with the 7 per cent over-all commission paid by Canada Bread.

The two agreements above referred to seem to us to offer proof abundant that the Union regarded the base rate and the commission rates mentioned therein as being proper bases for obtaining just and reasonable earnings. At any rate those agreements represent the results of collective bargaining. In view of the foregoing we can find no sound ground upon which to support the Regional Board's decision as rendered.

In passing, it should be noted that the average weekly earnings of the Wagon Salesmen of each of the three Companies are substantially the same, even though the averages result from the rates agreed to in the cases of Canada Bread and Weston and from the rates in effect in Browns' prior to the Regional Board's decision.

Having regard to all the circumstances of this case, we have concluded that it would be proper to fix the base rate at \$10.95 per week for the Wagon Salesmen. The commission rates shall continue to be 15 per cent on retail sales and 7 per cent on wholesales.

Our decision affecting rates in this case is such as to make it unnecessary to consider items 2 and 3 of the appellant's grounds of appeal.

Item 4 of the said grounds presents a problem which we have not heretofore been called upon to consider. In simple language the appellant's argument is to the effect that if subsidies were removed, the price of bread would be increased, and if the price was increased the earnings of the Wagon Salesmen would be enhanced and the relationship between the wages for the Salesmen and the production workers would be disturbed.

The Union denies the conclusions of the Company and says that an increase in the price of bread would bring about a reduction in the consumption of that food and, therefore, the sales volume would be lower. Reference was made to the experience of milk Wagon Salesmen following the recent increase in the price of milk.

Statistics covering the years 1925-1943, inclusive, compiled by Dominion Bureau of Statistics, show that the per capita consumption of bread did not drop following any appreciable rise in price, nor did it increase after a lowering of the price. Past experience would tend to indicate that there would be little, if any, change in the consumption of bakery products even if the prices of those products were increased.

Fortunately it is not necessary for us to rest our conclusions upon conjecture. We think that we are entitled to, and that we should, accept as being reasonable the relevant terms of the collective agreements above referred to. The rates set forth in those agreements are predicated upon presently existing prices of bakery products. Moreover, it is provided in the Canada Bread agreement that "any increase in the selling price of bread shall result in decrease in the above commission rates and any decrease in the selling price of bread shall result in an increase in the commission rates above. Such decreases or increases to be a matter for negotiation between the Company and the Union, and if necessary, either party may go to the War Labour Board for a decision". A similar provision is contained in the Weston agreement.

We doubt whether we would have the power under Wartime Wages Control Order, 1943, to reduce rates. We can say that the commission rates in effect shall continue as long as the price of bread is 10 cents per 24 ounce loaf and we recommend to the parties that they incorporate into their collective agreement a provision which will have the same effect as that of the provision quoted in the last above paragraph.

The appeal is allowed subject to the increase in base rate as above indicated. Finding and Direction accordingly.

November 6, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decisions as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The Work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for three days during the month of October. During this period the Board received twenty applications, held eight hearings, issued 13 certificates designating bargaining representatives, rejected three applications, ordered six representation votes, allowed the withdrawal of eleven applications and rendered decisions in four appeal cases.

Certificates Issued

Thirteen applications for certification of bargaining representatives were approved by the Board and certificates issued as below:

Messrs. F. Brusatore and F. Dixon and the Canadian Flight Radio Officers' Association for the Flight Radio Officers employed by Trans-Canada Air Lines, Winnipeg, Manitoba.*

Messrs. J. A. Sullivan, H. Davis, T. G. McManus and Conrad Sauras and the Canadian Seamen's Union for the unlicensed personnel in the employ of Lakes and St. Lawrence Navigation Company, Cardinal Ontario and Powell Transports Limited, Winnipeg, Manitoba.*

Messrs. H. McKenna and P. Carty and Western Canada Firebosses Association, Sub District No. 2, for the Firebosses in the employ of Cadomin Coal Company, Limited, Cadomin, Alberta.*

Messrs. R. Mitchel and R. Baker and Western Canada Firebosses Association, Sub District No. 2, for Firebosses in the employ of Luscar Coals Limited, Luscar, Alberta.*

Messrs. J. Herman and R. Roome and Western Canada Firebosses Association, Sub District No. 2, for Firebosses in the employ of Mountain Park Coals Limited, Mountain Park, Alberta.*

Messrs. A. R. Johnstone, J. S. Smith, R. G. McRae and Miss Thelma Cameron and Local 662, Hotel and Restaurant Employees International Alliance and Bartenders International League of America for the telephone operators, night telephone operator, relief telephone operator and cashier, room clerk, front office cashiers, and relief day/night clerk and cashier employed by the Canadian National Railways in its Nova Scotian Hotel, Halifax, N.S.*

*Following investigation of the application.

Messrs. Joseph J. Lenahan and J. A. Payne and the Commercial Telegraphers Union, Western Union Division, for assistant wire chiefs, all men in migratory gangs and section linemen and all assistant repeater chiefs employed by the Western Union Telegraph Company, New York City, New York, in the provinces of Nova Scotia and New Brunswick. The district plant superintendent, chief clerk and cashier, confidential stenographer and line gang foreman in the plant department, Truro, N.S. and the chief operator at Fairville, N.B. and New Glasgow, N.S. in the traffic department, were excluded from the bargaining unit.*

Messrs. W. V. McEwen, F. H. Matthews, J. B. Ashby and W. L. Allen and the Commercial Telegraphers Union, Trans-Canada Air Lines Division, for the employees of Trans-Canada Air Lines assigned to radio operation for domestic service and such personnel in Canada assigned to the Canadian Government Trans-Atlantic Air Service in the ground radio stations whether operated by voice, hand key, vibroplex or other semi-automatic key, or radar. Radio operators in charge and such personnel employed outside of Canada were excluded from the bargaining unit.*

Messrs. J. S. Thompson, J. M. Smith and J. Sipes and the Canadian Seamen's Union for the unlicensed personnel employed on the tugs and barges of the Pacific Great Eastern Railway Company, Vancouver, B.C.**

Messrs. J. A. Sullivan, H. Davis, T. G. McManus and Conrad Sauras and the Canadian Seamen's Union for the employees of the Shell Canadian Tankers Limited, Toronto, Ontario, employed as unlicensed personnel on the Company's vessels. Unlicensed personnel performing duties as licensed officers were excluded from the bargaining unit.**

(1) Messrs. F. J. Hall and J. O. Clarke and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees for employees of the Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ontario, classified as agent at Port Colbourne, clerks and other clerical workers in freight and yard offices at Hamilton, Brantford, Dunnville, Port Colbourne, Welland (Coyle Yard) including chief clerks, accountants, cashiers, assistant accountants, assistant cashiers, stenographers, typists, yard clerks, car checkers, call boys, messenger boys and office boys, employees of the stores and purchasing departments at Hamilton,

baggage men, foreman janitor, janitor and cleaners at Hamilton, freight shed forces, including foremen, assistant foremen, checkers, sealers, coopers and truckers at Hamilton, Brantford and Dunnville, employees of the master mechanics office at Hamilton including the chief clerk, timekeeper, stenographer, clerks and call boys, employees of the car foreman's office at Hamilton including the chief clerk and work checkers etc., and ticket clerks in the Hamilton ticket office. Excluded from the bargaining unit were storekeepers and the purchasing agent, in the Stores and Purchasing Departments, Hamilton, the general foreman at the Hamilton freight shed and the ticket agent at Hamilton, agents at Aberdeen Yard, Fisher Yard and Dunnville, the general foreman at the Hamilton freight shed and red caps.***

(2) Messrs. J. A. Sullivan, J. Davis, T. G. McManus and Conrad Sauras and the Canadian Seamen's Union for the unlicensed personnel employed on vessels of Keystone Transports Limited, Montreal, P.Q. and Lakes and St. Lawrence Navigation Co., Ltd., Cardinal, Ontario.***

Applications for Certification Rejected

1. *Canadian Seamen's Union and Union Steamships Limited, Vancouver, B.C.*, (L.G. July 1946, p. 902). Following the taking of a representation vote of the employees affected, the Board rejected the application for the reason that it was not supported by a majority of the employees as required by the Wartime Labour Relations Regulations, P.C. 1003.

2. *International Longshoremen's Association, Local 1696, and J. C. E. Malone Company Limited, Three Rivers, P.Q.*, (L.G. September 1946, p. 1221). The Board, following an investigation of the application and a public hearing, rejected the application for the reason that the bargaining unit was not appropriate as confined only to the pulpwood unloading operations of the company.

3. *Canadian Seamen's Union and British Columbia Steamships Limited, Vancouver, B.C.*, (L.G. August 1946, p. 1051). Following the taking of a representation vote of the employees affected, the Board rejected the application for the reason that it was not supported by a majority of the employees as required by the Wartime Labour Relations Regulations, P.C. 1003.

*Following investigation of the application.

**Following investigation of the application and a representation vote.

***Following an investigation of the application, a public hearing and a representation vote.

Representation Votes Ordered

1. *Canadian Seamen's Union and Transit Tankers and Terminals Limited, Montreal, P.Q.* (L.G. August 1946, p. 1051). Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q. was appointed by the Board to act as Returning Officer in a vote among the unlicensed personnel employed on vessels operated by the Transit Tankers and Terminals Limited, Montreal, P.Q.

2. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Canadian Pacific Railway Company, Farnham, P.Q.* (L.G. September 1946, p. 1221). Following an investigation of the application, Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q., was appointed by the Board to act as Returning Officer in a vote of the clerks, excluding chief clerk, assistant chief clerk and the superintendent's stenographer, in the superintendent's office of the Canadian Pacific Railway Company at Farnham, P.Q.

3. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees of the Canadian Pacific Railway Company, Brandon, Manitoba and Nelson, B.C.* (L.G. September 1946, p. 1221). Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Manitoba, was appointed Returning Officer by the Board to conduct votes of the clerks, excluding the chief clerk, assistant chief clerk, and the superintendent's stenographer in the superintendent's offices of the Canadian Pacific Railway Company at Brandon, Man., and Nelson, B.C.

4. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Dominion Atlantic Railway Company (Subsidiary of the Canadian Pacific Railway Company) Kentville, N.S.* (L.G. September 1946, p. 1221). A vote of the employees affected was ordered by the Board following an investigation of the application. Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q., was appointed Returning Officer to conduct the vote.

5. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company, Medicine Hat, Alberta.* (L.G. October 1946, p. 1419). Following an investigation of the application the Board appointed Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Man., to conduct a vote of the clerks, excluding chief clerk, assistant chief clerk and superintendent's stenographer, in the superintendent's office of the Canadian Pacific Railway Company, Medicine Hat, Alberta.

Applications for Certification Withdrawn

1. *Canadian Seamen's Union and Owen Sound Transportation Company Limited, Owen Sound, Ontario; North American Transports Limited, Montreal, P.Q.; Hall Corporation of Canada, Montreal, P.Q.; Foote Transit Company Limited, Toronto, Ontario; and Provincial Paper Limited, Port Arthur, Ontario* (L.G. August 1946, p. 1051). On the request of the National Secretary of the Canadian Seamen's Union, the applications for certification of bargaining representatives on behalf of employees of each of the Companies were withdrawn.

2. *Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers and Giant Yellowknife Mines Limited, Yellowknife, N.W.T.* (L.G. September 1946, p. 1221). On the request of the International Representative of the Union the application for certification of bargaining representatives on behalf of the employees of the Company was withdrawn.

3. *International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (formerly the Canadian Transports Workers' Union) and Norman's Transfer Limited, Cornwall, Ont.; Taggarts Service Limited, Montreal, P.Q.; McNeil Transport Limited, Montreal, P.Q.; Smith Transport Limited, Montreal, P.Q. and Kingsway Transports Limited, Montreal, P.Q.* On the request of the representative of Local 968 International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (formerly the Canadian Transport Workers' Union) the applications for certification of bargaining representatives on behalf of employees of each of the Companies were withdrawn.

Applications for Certification Under Investigation

1. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of certain employees of Midland Railway Company, Winnipeg, Manitoba.

2. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of hourly prevailing rates employees of the National Harbours Board, Montreal, P.Q.

3. *Canadian Seamen's Union* on behalf of the unlicensed personnel in deck, engine room and steward's departments on tugs and barges of Coastal Towing Company Limited, Vancouver, B.C.

4. *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division*

297, on behalf of certain employees of the *Canadian National Railways* employed in the *Charlottetown Hotel*, *Charlottetown, P.E.I.*

5. *Canadian Seamen's Union* on behalf of the unlicensed personnel on vessels of the *Mohawk Navigation Company Limited*, *Montreal, P.Q.*

6. *Canadian Seamen's Union* on behalf of the unlicensed personnel on vessels of *Northern Paper Mills Limited*, *Hansen, Ont.*

7. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of pursers, assistant pursers, and freight clerks employed in the *British Columbia Coast Steamship Service* of the *Canadian Pacific Railway Company*, *Victoria, B.C.*

8. *International Woodworkers of America (CIO)*, *Local No. 1—425* on behalf of the members of the crew operating tugboat "ELCO 11" of *William Waldie and Sons Limited*, *Castlegar, B.C.*

9. *Association of Port Colborne Harbour Employees* on behalf of the employees of the *Grain Storage Elevator* of the *National Harbours Board*, *Port Colborne, Ont.*

10. *Western Association of Mechanical and Electrical Engineers*, *Local No. 7*, on behalf of certain employees of *Sterling Collieries Company Limited*, *Edmonton, Alberta.*

11. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, on behalf of the clerks in the superintendent's office of the *Canadian Pacific Railway Company*, *Revelstoke, B.C.*

12. *National Harbours Board Employees' Association* on behalf of toll collectors, *Jacques Cartier Bridge*, employed by *National Harbours Board*, *Montreal, P.Q.*

13. *Commercial Employees' Organization* on behalf of employees in the commercial department of the *Bell Telephone Company of Canada*, *Montreal, P.Q.*, engaged in clerical, technical or sales work.

14. *Yellowknife District Miners Union*, *Local 802*, *International Union of Mine, Mill and Smelter Workers* on behalf of total employees of *Forsberg, Finney and Swanson*, *Yellowknife, N.W.T.*

15. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of employees of the *Canadian Pacific Railway Company* in its *Cornwallis Inn Hotel*, *Kentville, N.S.*

16. *Transport Drivers, Warehousemen and Helpers*, *Local Union 106*, *International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers* on behalf of certain employees of *Norman's Transfer Limited*,

Cornwall, Ontario, engaged as city pickup and delivery, warehousemen and helpers.

17. *Transport Drivers, Warehousemen and Helpers*, *Local Union 106*, *International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers* on behalf of certain employees of *Kingsway Transport Limited*, *Montreal, P.Q.*, engaged as city pickup and delivery, warehousemen and helpers.

18. *Transport Drivers, Warehousemen and Helpers*, *Local Union 106*, *International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers* on behalf of certain employees of *McNeil Transport Limited*, *Montreal, P.Q.*, engaged as city pickup and delivery, warehousemen and helpers.

19. *Transport Drivers, Warehousemen and Helpers*, *Local Union 106*, *International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers* on behalf of certain employees of *Smith Transport Limited*, *Montreal, P.Q.*, engaged as city pickup and delivery, warehousemen and helpers.

20. *Transport Drivers, Warehousemen and Helpers*, *Local Union 106*, *International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers* on behalf of certain employees of *Taggarts Service Limited*, *Montreal, P.Q.*, engaged as city pickup and delivery, warehousemen and helpers.

Decisions in Appeal Cases

1. Following a hearing, the Board dismissed the appeal of *Local 466*, *International Printing Pressmen and Assistant Union* from a decision of the *Ontario Labour Relations Board* to take a vote of the employees of *Stauntons Limited*, *Leaside, Ont.*

Reasons for Judgment will be released at a later date.

2. On October 24, the Board dismissed the appeal of *Cosmos Imperial Mills Limited (Cosmos Division)*, *Yarmouth, N.S.*, from a decision of the *Nova Scotia Wartime Labour Relations Board* in certifying *Lodge 152*, *United Textile Workers of America*.

Reasons for Judgment will be given later.

3. Following a hearing, the Board dismissed the appeal of the *Glass Bottle Blowers' Association of the United States and Canada* from a decision of the *Ontario Labour Relations Board* in refusing to place the name of the *Glass Bottle Blowers' Association* on the ballot in a vote of the employees of *Anchor Cap and Enclosure Corporation of Canada Limited*, *Toronto, Ont.*

The Board also dealt with the appeal of the same Company seeking to have nine employees excluded from the voting unit determined by the Ontario Board. The appeal was allowed only to the extent that one employee classified as "general inspector" will be so excluded.

Reasons for Judgment covering both appeals will be released at a later date.

4. On October 23, the Board allowed the appeal of *Local No. 1, Industrial Union of Veneer Workers (CCL)* from a decision of the New Brunswick Wartime Labour Relations Board which excluded persons classified

as "lathe foremen" and "boilerhouse foremen" from the bargaining unit affecting *Canadian Veneers Limited, Saint John, N.B.* The National Board directed that such persons be included in the bargaining unit.

Reasons for Judgment will be released at a later date.

Reasons for Judgment in Other Appeal Cases

Reasons for Judgment in three cases dealt with by the Board at its September sittings and summarized in the October, 1946, issue of the LABOUR GAZETTE are given below:—

Between: International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO), Local 251, Appellant (Intervener) and Dominion Glass Company Limited, Wallaceburg, Ontario, Respondent and Glass Bottle Blowers' Association of the United States and Canada, Local 70 (AFL), Respondent (Petitioner)

The Board consisted of the Chairman and Messrs. Best, Deschamps, Hills, Mosher and Picard.

Reasons for Judgment

This is an application for leave to appeal and an appeal by Local 251 (UAW-CIO), from a decision of the Ontario Labour Relations Board dismissing the application of Local 70 of the Glass Bottle Blowers' Association for certification of bargaining representatives without prejudice to the right of that Union to make a new application.

A representative of the intervening Union contended that the Board should add a new rule to those suggested in its Judgment in the Wright-Hargreaves case which would prevent a petitioner from filing a new petition for certification during a period of six months after a dismissal of a former application on any ground in cases where the petitioner had contested the authority of officers of a bargaining agency previously certified. The intervening Union was certified by the Ontario Labour Court and its officers are the present bargaining representatives of the employees.

The Ontario Labour Relations Board dismissed the application because in electing officers the Glass Bottle Blowers' Association had not specified these officers as bargaining representatives. The officers of the inter-

vening union are now, and will continue to be, the bargaining representatives of the employees until new bargaining representatives are properly elected and duly certified.

The omission of the Glass Bottle Blowers' Union to pass the necessary resolution appointing bargaining representatives was a fatal defect in the application of the petitioner, but there was no test of strength between the two unions; that is, either one of them may have a very substantial majority of the employees affected. Under these circumstances, the Ontario Board was quite correct in rejecting the petition of the Glass Bottle Blowers' Association with leave to apply again, rather than to dismiss the application outright, in accordance with the appellant's contention.

The appellant (Intervener) union will have leave to appeal but the appeal is dismissed.

(Sgd.) A. H. BROWN,
*Vice-Chairman,
for the Board.*

JOHN ELTON, Esq.,
ROY BROWN, Esq.,
For Appellant (Intervener).

H. A. F. BOYDE, Esq., K.C.,
for Respondent (Petitioner).

Dated at Ottawa, October 22, 1946.

Between: The Industrial Council of the Employees of Canada Electric Castings Limited, Appellant (Petitioner) and Canada Electric Castings Limited, Orillia, Ontario, Respondent and United Electrical, Radio Machine Workers of America, Local 511, Respondent (Intervener)

The Board consisted of the Chairman and Messrs. Best, Deschamps, Hills, Mosher and Picard.

Reasons for Judgment

This is an appeal by the petitioner, an employees organization, from a decision of the Ontario Labour Relations Board rejecting the petitioner's application for certification and permitting the intervening union to withdraw its application for certification. A vote directed by the Ontario Board resulted as follows:—

Number of eligible voters.....	49
Number of votes cast.....	39
Number voting for the Industrial Council	23
Number voting for the United Electrical, Radio and Machine Workers	16

As the petitioner failed to obtain a majority of the votes of the employees affected, the petition was dismissed by the Ontario Board.

The counsel for the petitioner contends that the words "by a majority vote of the employees affected" in subsection 1 of Section 5 of the Regulations mean that if a majority of the employees affected vote, then a majority of those voting is sufficient to elect bargaining representatives. The Board declines to accept this interpretation

and holds that the words in question require that a majority of the employees affected must vote for the bargaining representatives in order to elect them.

The Intervener was certified as a bargaining agency in the Ontario Labour Court and its officers are, and will continue to be, the bargaining representatives of the employees until new bargaining representatives are properly elected and duly certified under the Regulations.

The intervening union filed a petition for certification. The Ontario Board rejected the petition of the Industrial Council but permitted the intervening union to withdraw its application. As it was unnecessary for the Intervener to apply for recertification its petition for this purpose is dismissed without prejudice, however, to the existing certification granted to it by the Ontario Labour Court. With this variation, the appeal is dismissed.

(Sgd.) A. H. BROWN,
Vice-Chairman,
for the Board.

J. J. ROBINETTE, Esq., K.C.,
for Appellant (Petitioner).

D. G. C. MENZEL, Esq.,
for Respondent.

Dated at Ottawa, October 22, 1946.

Between: Fahralloy Employees' Association, Appellant (Petitioner) and Fahralloy (Canada) Limited, Welland, Ontario, Appellant (Respondent) and United Electrical, Radio and Machine Workers of America, Local 511, Respondent (Intervener)

The Board consisted of the Chairman and Messrs. Best, Deschamps, Hills and Mosher.

Reasons for Judgment

These are two applications for leave to appeal and appeals, one by the employer, Fahralloy (Canada) Limited, the other by Fahralloy Employees' Association, from a decision of the Ontario Labour Relations Board refusing a petition of the Association for the certification of bargaining representatives.

The bargaining representatives were elected at a meeting of the employees. Out of 86 employees eligible to vote, 39 were present and voted for the election of bargaining representatives. Twelve additional employees

were represented by proxies. The successful candidates hold respectively 49, 48, and 48 votes, including, in each case, 11 proxy votes, or 38, 37 and 37 votes, if proxy votes are not included. It will be seen that the bargaining representatives were not elected by a majority vote of the employees affected unless the proxy votes are included.

The Board is of opinion that the employer is without status to appeal the refusal of the Ontario Board to certify the bargaining representatives of his employees. However, the appeal of the Association, which has now been heard, raises the same issue, namely, the question as to the validity of the proxy votes.

For the Association, it is contended that subsection one of Section 5 of the Regula-

tions does not prohibit proxy votes and that bargaining representatives may therefore be elected by a majority vote, either by proxy or otherwise.

However, if the appellants' contention is correct, there would in fact be no such exception since there would be nothing to prevent members of an employees' association from giving similar written authorizations in favour of the employees' association to select bargaining representatives. Such an interpretation would in fact defeat the apparent intent of subsection two of Section 5.

In the absence of specific provisions, therefore, for the use of proxies, the Board is of opinion that it is not warranted in giving recognition to the same in the election of

bargaining representatives under Section 5 (1) of the Regulations.

The Association will have leave to appeal but the application of the employer for leave to appeal and the appeal of the Association will be dismissed.

(Sgd.) A. H. BROWN,
Vice-Chairman,
for the majority of the Board.

I dissent:

(Sgd.) A. J. HILLS.

A. M. FORBES, Esq.,
for Appellant (Petitioner).

G. E. BEAMENT, Esq.,
for Appellant (Respondent).

Dated at Ottawa, October 22, 1946.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During October, 1946, a Conciliation Officer was assigned to confer with the parties in an attempt to effect an agreement in the following case:—

Garment Manufacturers Association of Western Canada, Winnipeg, Man., and Local 459, Amalgamated Clothing Workers of America (CIO-CCL). Mr. H. S. Johnstone, Conciliation Officer.

Agreements Facilitated by Conciliation Officers and Cases Withdrawn

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:—

Duplate Canada Limited, Oshawa, Ontario, and Local 222, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO). Mr. Louis Fine, Conciliation Officer.

Garment Manufacturers Association of Western Canada, Winnipeg, Man., and Local 459, Amalgamated Clothing Workers of America (CIO-CCL). Mr. H. S. Johnstone, Conciliation Officer.

Lunenburg Sea Products Limited, Lunenburg, N.S., and Local No. 2, Canadian Fish Handlers' Union. Mr. H. R. Pettigrove, Conciliation Officer.

Metropolitan Stores Limited, Winnipeg, Man., and Local 286, Retail Clerks International Protective Association (AFL-TLC). Mr. T. J. Williams, Conciliation Officer.

Five Motor Companies (Carter Motors Limited, Western Canada Motors Limited, Inman Motors Limited, Wright Motors Limited, Leonard & McLaughlin Motors Ltd.), Winnipeg, Man., and International Association of Machinists. Mr. T. J. Williams, Conciliation Officer.

The Toronto Hospital for the Treatment of Tuberculosis (operated by the National Sanatorium Association), Toronto, Ont., and Local 204, Building Service Employees Inter-

national Union (AFL-TLC). Mr. H. Perkins, Conciliation Officer.

Wool Combing Corporation of Canada, Limited, Acton, Ont., and Local 721, Textile Workers Union of America (CIO-CCL). Mr. William Dunn, Conciliation Officer.

Boards Established

During the month, Boards of Conciliation were established but not fully constituted as follows:—

C. S. Hyman Company Limited, and Hyman Leathers Limited, London, Ont., and Local 25, International Union of Shoe & Leather Workers (CCL). (This case was later withdrawn.)

Link-Belt, Limited, Toronto, Ont., and Local 3394, United Steelworkers of America (CIO-CCL).

Massey Harris Company Limited (Toronto, Verity and Market St. plant, Brantford) and Locals 439 and 458, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

Moffats Limited, Weston, Ontario, and Local 3129, United Steelworkers of America (CIO-CCL).

Seven Taxicab Companies (Emile Lanthier, etc.), Montreal, P.Q., and Local No. 4, Taxicab Drivers' Union (AFL-TLC).

Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:—

Donnell & Mudge Limited.—The Board of Conciliation established to deal with a dispute between Donnell & Mudge Limited, New Toronto, Ont., and Local 330, International Fur and Leather Workers Union (CIO-CCL) was fully constituted on October 5, 1946, with the appointment of His Honour Judge H. E. Fuller, Welland, Ont., as Chairman of the Board who was appointed in the absence of a recommendation from the other two members of the Board. Mr. R. R. Evans, K.C., Hamilton, Ont., and Mr. Norman Levy, Toronto, Ont., were appointed on the recom-

mendation of the employer and employees respectively.

Hamilton Chapter of the Canadian Association of Master Painters and Decorators.—The Board of Conciliation established to deal with a dispute between Hamilton Chapter of the Canadian Association of Master Painters and Decorators, Hamilton, Ont., and Local 205, International Brotherhood of Painters, Decorators and Paperhangers of America (AFL-TLC) was fully constituted on October 10, 1946, with the appointment of His Honour Judge Samuel Factor, Toronto, Ont., as Chairman of the Board who was appointed in the absence of a recommendation from the other two members of the Board. Mr. R. H. Yeates, Hamilton, Ont., and Mr. N. W. Linington, Hamilton, Ont., were appointed on the recommendation of the employer and employees respectively.

Ingersoll Machine & Tool Company.—The Board of Conciliation established to deal with a dispute between Ingersoll Machine & Tool Company, Ingersoll, Ont., and Local 2918, United Steelworkers of America (CIO-CCL) was fully constituted on October 18, 1946, with the appointment of Dr. A. Brady, Toronto, Ont., as Chairman of the Board who was appointed on the joint recommendation from the other two members of the Board. Mr. E. M. Dillon, K.C., Toronto, and Mr. Oliver Hodges, London, Ont., were appointed on the recommendation of the employer and employees respectively.

A. E. McKenzie Company Limited.—The Board of Conciliation established to deal with a dispute between A. E. McKenzie Company Limited, Brandon, Man., and Local No. 1, Canadian Bakery Workers' Union (CCL) was fully constituted on October 28, 1946, with the appointment of His Honour Judge Milton George, Morden, Man., as Chairman of the Board who was appointed on the joint recommendation from the other two members of the Board. Mr. T. W. Laidlaw, K.C., Winnipeg, Man., and Mr. J. Silver, Brandon, Man., were appointed on the joint recommendation of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during October:—

Report of Board in Dispute Between British American Motors, Ltd., Toronto; General Motors Products of Canada (Truck Retail Branch), Toronto; Beattie Cadillac, Chevrolet, Oldsmobile Company, Ltd., Toronto; Giles, Rice and Peters, Limited, Toronto, and Local No. 1, Industrial Union of Automotive Employees (CCL).

On October 17, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge Egerton Lovering, Chairman, appointed on the joint recommendation of the other two members of the Board, Mr. Macaulay Dillon of Toronto, and Mr. Herbert Orliffe of Toronto, appointed on the nomination of the employers and employees, respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL
Minister of Labour,
Ottawa, Canada.

Your Board of Conciliation consists of His Honour Judge Egerton Lovering as Chairman, Herbert Orliffe as the nominee of the employees and E. Macaulay Dillon, K.C. as nominee of the employers. The employees were represented from time to time by Mr. G. H. Ironside, general representative of the Canadian Congress of Labour, Mr. Harry Lenmann, the President of the Local and Mr. Elroy Robson, Regional Director of the Canadian Congress of Labour. Mr. F. G. Gardiner, K.C. appeared for the four employing companies who were also represented by Mr. A. E. MacPherson for Beattie Cadillac, Chevrolet, Oldsmobile Company, Ltd., Mr. H. C. Doughty for the British American Motors Ltd., Mr. A. W. Housie for General Motors Products of Canada (Truck Retail Branch) and Mr. W. A. Mellow for Giles, Rice and Peters, Limited.

Your Board begs to report that agreement was reached on a large number of matters and such agreement is evidenced in the schedule to this report. This schedule is basically the agreement submitted on behalf of the Companies and marked as Exhibit "C" in these proceedings, following prolonged negotiations, and agreements and compromises by both parties at the instance of the Board. Where the clauses in the schedule to this report are blank the parties were not wholly agreed and it falls to this Board to make such recommendations as it sees fit. Accordingly, we

proceed to make such recommendations seriatim under the proper paragraph numbers.

PARAGRAPH 2, FIRST CLAUSE

The Union desired the employees to be defined as those in the Bargaining Unit, although in the agreement submitted by the Companies these words were omitted. Your Board feels that they should be inserted in the agreement, so that the first clause of paragraph 2 should read as follows:

Paragraph 2. The Company recognizes the Union as the exclusive bargaining agency for collective bargaining purposes for its employees in the Bargaining Unit in its Spadina Avenue, Toronto, Ontario Branch, (or as the case may be).

PARAGRAPH 6

The Companies proposed that the Negotiation Committee should consist of three members who shall be employees of the Companies, etc., and the employees desired to add to this Committee a representative of the Canadian Congress of Labour. In as much as in all four Companies the individuals certified as the bargaining agents included such representatives, your Board feels that the Union's suggestion should be adopted and accordingly recommends that paragraph 6 should read as follows:

Paragraph 6. The Union may elect, and the Company shall recognize three (3) committee men as members of the Negotiation Committee who shall be employees of the Company with at least one year's service and a representative of the Canadian Congress of Labour. The Union shall notify the Company in writing of the names of the committee men.

PARAGRAPH 8 (b)

The Union suggested that when a grievance was first taken up with the foreman the employee concerned should have the right to be accompanied by a local committee man, if he so desired. Your Board agrees with this suggestion and accordingly recommends that paragraph 8(b) should read as follows:

Paragraph 8(b). Any employee having a grievance which he wishes to discuss with the Company shall take the matter up with his foreman. He may be accompanied by a local committee man if he so desires. The foreman shall deal with the grievance and render his decision not later than twenty-four hours following the day upon which he received the grievance.

PARAGRAPHS 8 (c) AND 9

There was some divergence of views in respect to the time between steps in the grievance procedure. This matter of time applies also to Paragraph 9 and your Board accordingly recommends that paragraphs 8(c) and 9 should read as follows:

Paragraph 8(c). Any employee not satisfied with the decision of the foreman may, within five (5) days appeal through the Committee in writing to the Superintendent. The Superintendent shall deal with the appeal and render his decision in writing to the employee not later than five (5) days following the day upon which the appeal is received.

Paragraph 9. If the decision of the Superintendent is not satisfactory to the employee concerned, he may within five (5) days thereafter appeal in writing to the Management before whom he may be represented by the Negotiating Committee. The appeal shall be dealt with at the next meeting between the Management and the Negotiating Committee and such meeting shall be held three (3) days after the agenda for such meeting has been submitted by the Committee unless otherwise agreed upon.

PARAGRAPHS 11 AND 14

There was some variance between the views expressed as to who the final arbitrator should be and by whom he should be appointed. Apart from this, the Companies submitted a clause which together with paragraph 14, as submitted by the Companies, would leave either party free to accept or reject the award of the arbitrator. In view of the provisions of P.C. 1003, Section 18, subsections 1 and 2, the arbitration proceedings in respect to grievances must provide for final disposition of such grievances without recourse to stoppage of work, and therefore your Board recommends that Paragraphs 11 and 14 should read as follows:

Paragraph 11. If the decision of the Management is not satisfactory to the employee concerned, the parties to the grievance shall agree upon an arbitrator to whom the matter will be immediately referred for arbitration forthwith. Failing agreement of all parties to the selection of an arbitrator the matter will then be referred to the Provincial Minister of Labour to appoint an impartial arbitrator whose decision shall be final and binding.

Paragraph 14. Both parties agree to settle grievances under the foregoing pro-

cedure as speedily and effectively as possible. The Union agrees that it will not cause or permit its members to cause, nor will any member of the Union take part in, any strike or stoppage of any of the Company's operations nor will the Union cause or permit its members to cause any curtailment of work, or restriction of, or interference with, production of the Company. The Company reserves the right to discipline any employee who violates any provision of this clause. The Company will not cause or sanction a lockout of any of its employees.

PARAGRAPH 16

The only difference between the parties in respect to this paragraph had to do with the preservation of the employees' right to any wage scales determined under pending applications by the employees to the War Labour Board. Your Board sees no reason why the paragraph should not preserve any rights that may arise by reason of any wage decision on a pending application to the War Labour Board by either party and accordingly recommends that paragraph 16 should read as follows:

Paragraph 16. Pending the establishment of an appropriate standard of job classifications and wage rates as a result of survey at present being undertaken by the Toronto Automotive Trade Association and which is to be completed on October 1st, 1946, the scale of wage rates now in effect or which may become effective by any order of the War Labour Board will be paid. In the event that the job classifications and wage survey of the Toronto Automotive Trade Association is not mutually acceptable as a substitute for the rates of pay as herein provided, the rates of pay as established in this agreement or which may become effective by any Order of the War Labour Board will continue for the unexpired portion of the agreement.

PARAGRAPH 17

In regard to the matter of seniority, the parties were quite far apart. The Companies took the position that they are at present cluttered up with a lot of inexperienced mechanics as a result of having to take what was offered in the current labour market and that to adopt the principle of seniority subject to the grievance procedure, if there were disputes, would be to perpetuate inefficiency and make it exceedingly difficult to obtain competent working forces. Your Board has some sympathy with this view. On the other hand, your Board is of the opinion that properly safeguarded seniority provisions, all other things being equal, are essential to the well-being of competent employees of any concern. There is, however, a real difficulty in the case of this particular industry and these particular Companies to be considered. Your

Board felt that some provision for seniority should be made, but that so far as this first agreement is concerned, the Companies should have an absolute and unfettered right to determine the physical fitness and ability of the employees concerned before the principle of seniority should apply. Accordingly, your Board recommends that paragraph 17 (which was entirely omitted from Exhibit "C" as originally filed) should read as follows:

Paragraph 17. Seniority shall govern lay-off, re-employment and promotion of employees where ability and physical fitness are sufficient as to which the decision of the Company (employer) shall be final.

PARAGRAPHS 18 AND 19

In the draft agreement Exhibit "C" submitted by the Companies, there was only one provision in respect to the matter of job classifications, hours, wages and vacations with pay. This submission is subsequently discussed under the heading of paragraph 20. As there is no fixed pattern in these matters applicable to all the Companies concerned and as this Board probably lacks jurisdiction to determine all of them and has not sufficient evidence before it to make an intelligent finding, your Board felt that they could not make any recommendation as to these matters and accordingly we do not adopt any phraseology for these two paragraphs, nor make any recommendation in respect thereto.

PARAGRAPH 20

In paragraph 20 in Exhibit "C" as originally filed, the Companies proposed a joint application to the Minister of Labour for the Province of Ontario to convene a conference under the Industrial Standards Act to stabilize conditions in this industry. To this the Union had no objection except that the Companies wanted the Union to agree to make this joint application whenever the Companies saw fit and the Union wanted to have the timing of the application to be mutually agreeable to both parties. As your Board feels that unless the timing were mutually agreeable, no joint application would be made, we accordingly have adopted the Union's view in respect to that and we recommend that paragraph 20 should read as follows:

Paragraph 20. The Union agrees that it will at such date during the currency of this agreement as may be mutually agreed on behalf of its members jointly with the Company petition the Minister of Labour for the convening of a conference under the Industrial Standards Act for the purpose of investigating and considering the conditions of labour and practices prevailing in the garage industry and for the establishment of a mutually agreed upon industrial standards

schedule governing hours of work, rates of pay and job classifications of employees.

PARAGRAPH 21

There was no clause covering general matters in Exhibit "C", but this clause was presented by the employees and the Companies appeared to have no serious objection to it. Your Board therefore recommends that paragraph 21 dealing with general matters should be included in the agreement and should read as follows:

Paragraph 21. (a) It is mutually agreed that both parties hereto will co-operate to the fullest possible extent for the prevention of accidents and the promotion of safety and health.

(b) The Company will continue to make reasonable provisions for the safety, sanitation and health of the employees.

(c) Protecting devices and other equipment for the purpose of protecting employees from injury shall be provided by the Company in sufficient quantity.

(d) The matter of safety, sanitation and health is recognized to be dependent to some extent in the manner the employees use the facilities of the Company. Therefore, the full co-operation of the employees is required in fulfilling rules and regulations concerning lunch room, lockers and washroom facilities, etc.

(e) All uniforms and overalls to be supplied by the Company and to be laundered at the expense of the Company.

(f) There shall be no wage deductions or other charges against an employee for defective work or damage of tools or equipment unless such damage shall be proven due to negligence. Such proof to be determined by the Grievance Committee of the Union and the Management who shall assess damages which in no case shall exceed the actual cost of repair or replacement.

(g) Employees will be paid on Friday of each week.

PARAGRAPH 22

In respect to the duration of the agreement, the Companies proposed a fixed term of one year and the employees proposed a continuous term, subject to amendment or cancellation on thirty (30) days' notice. There is much to be said for having the provisions of a collective bargaining agreement extend beyond the statutory period of one year and therefore continue while negotiations for amendments are in progress, provided always that either party can cancel the whole agreement on reasonable notice. Your Board therefore recommends that paragraph 22 should read as follows:

Paragraph 22. For the purpose of negotiating a new agreement to take effect upon expiration of this agreement, conferences between representatives of Management and the Union shall commence not less than thirty days and not more than sixty days before the termination date of the agreement.

This agreement shall remain in force for one year from the date hereof and thereafter until amended or terminated by thirty days' notice by either party to the other. Any notice by either party to the other may be given by registered mail and addressed in the case of the Company to _____ and in the case of the Union to _____

The parties agreed on the principle of voluntary revocable check-off and there were only slight differences in the form of phraesology desired. Your Board recommends that the provisions in respect to this matter should read as set out hereunder and these provisions should be inserted in the final agreement under the heading of paragraph 22, thus leaving the provisions in respect to duration to be numbered as paragraph 23.

Paragraph No. 23. The Company will during the life of this agreement if and to the extent authorized by each employee covered by this agreement, in the manner hereinafter set out, but not otherwise, deduct from the pay, payable to each such employee, in the Company's first pay in each calendar month while such authority is in effect, the sum of \$— and remit the same prior to the tenth day of the month following the month in which the deduction is made, to the Financial Secretary of the Union. Any such authority shall be given in writing on the form set out in this paragraph, shall be revocable at any time on thirty days' notice in writing to the Company and shall be signed by the employee concerned in the presence of a witness. Any such authority shall take effect on the fifteenth day following the date of its receipt by the Company.

The Company will at the time of making such payment to the Financial Secretary of the Union, name the employees from whose pay such payment has been deducted.

The Company and the Union agree that they will not at any time coerce or intimidate or discriminate against any employee to induce him either to authorize or refuse to authorize the deduction of union dues. They agree further that they will not coerce, or intimidate or discriminate against any employee because he authorizes, revokes or refuses to authorize or revoke his deduction of union dues.

The following form shall be used by employees:—

Date.....

To—General Motors Products of Canada Ltd.
Retail Factory Branch,
210 Spadina Avenue,
Toronto, Ontario.
(or as the case may be)

You are authorized and requested to deduct from the pay hereinafter payable to me in the Company's first pay in each calendar month during the life of a collective bargaining agreement between you and the Industrial Union of Automotive Employees, Local 1, Toronto, Ontario, dated the first day of.....1946, the sum of \$..... and remit the amount so deducted to the Financial Secretary of the Union at Toronto, prior to the tenth day of the month following that in which such deduction is made.

This authorization shall become effective fifteen (15) days after it is received by the Company and shall remain in effect until thirty (30) days after notice in writing revoking the same shall have been signed by me and shall have been received by the Company.

Signed
Employee

Witness

Clock No.

Your Board feels that its specific recommendations on the disputed matters are reasonable and proper compromises, and expresses the hope that all parties to this dispute will in the end accept them.

All of which is respectfully submitted.

Dated at Toronto this 15th day of October, 1946.

(Sgd.) EGERTON LOVERING
Chairman

(Sgd.) HERBERT ORLIFFE
Employees' Nominee

(Sgd.) E. MACAULAY DILLON
Employers' Nominee

Appended to the report was the text of the proposed collective agreement. When this is signed, it will be summarized in the *Collective Agreements* section of the *LABOUR GAZETTE*.

Report of Board in Dispute Between Noranda Mines, Limited, Noranda, P.Q., and Local 688, Int. Union of Mine, Mill and Smelter Workers (CIO-CCL)

On October 22, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge C. E. Guerin, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other two members of the Board, Mr. T. R. Ker, K.C., of Montreal, and Mr. C. M. Desaulniers of Montreal, appointed on the nomination of the employer and employees respectively.

Before the Board the Union was represented by Thomas F. McGuire, International

Representative and Mr. Breton, Local Representative, and the Company was represented by William S. Walton, K.C., of Toronto, Gustave Monette, K.C. of Montreal, and Mr. R. V. Porritt, an executive officer of the Company.

Report of Board

To the Honourable HUMPHREY MITCHELL, Minister of Labour, Ottawa, Canada.

The above-mentioned Board of Conciliation, appointed by the Minister of Labour to act

in respect of disputes between the above parties, held its first sitting in Montreal, on August 1, 1946, and again sat at Montreal on August 16, 1946, and, after representations had been made that the Board should sit at Noranda, P.Q., sessions of the Board took place there on September 3, 4 and 5, 1946. The Board had several further sessions at Montreal to discuss the matters which had been brought before it, and to prepare its report thereon.

As there was some doubt on the subject of the actual differences between the parties, the Company and the Union submitted a joint memorandum, Exhibit 2, to the Board, indicating that a collective agreement could be reached between them on the basis of a draft which had already been formulated and was filed as Exhibit F, with the Company's brief, Exhibit 1, save and except as regards the following matters:—

- (1) Vacations with pay
- (2) Hours of work
- (3) Overtime
- (4) Statutory Holidays
- (5) Wages and Bonuses
- (6) Union security provisions

With regards to items 2 and 5 respectively, namely hours of work, wages and bonuses, the parties came to agreement in the presence of the Board, on the following basis:—

Hours of work.—Hitherto the hours of work have been: for Underground Workers, 8 hours per day, 48 hours per week, and for Surface Workers, 9 hours per day, 54 hours per week. The Union had contended for a 40-hour week for both classes of workers, but agreed to withdraw their demand for a 40-hour week and agreed to leave the 48 and 54 hour week undisturbed.

Wages and Bonuses.—The Board has no recommendations to make on Wages and Bonuses. The Company and the Union having agreed that these matters should not be made the subject of discussion before this Board.

Overtime.—As mentioned in a letter (see page 3 of annex "A") addressed to Judge C. E. Guerin, the 30th of July, 1946, by Mr. M. M. McLean, Director of Industrial Relations, the Board "may report to the Minister and make recommendations with respect to wage rates or other wage provisions, as well as on other matters before it". Therefore, our Board recommends that the parties agree on the adoption of daily as well as weekly overtime. The weekly overtime is actually paid by the Company.

The Board feels that the system of weekly overtime may, in some instances, work an injustice to the employee. An employee who

has worked faithfully for several days in the week, including considerable overtime, and who was later taken ill, or required to be absent for a perfectly justified reason, would thereby be deprived of his extra work because, by reason of his absence, he had not finished the work.

The Company contended that the daily overtime would bring a tendency amongst the workers to absenteeism, but there is no evidence to support such a contention at the moment—if such evidence had been made, the Board would not have recommended the system of daily overtime.

Vacations With Pay.—At the present time, the Company grants six days' vacation with pay, after one year of service. The Union requests twelve days' vacation with pay, after two years of service. At the hearing, the Board was unable to bring the parties to an agreement on this difference.

After carefully considering the matter, and having in mind the practice of numerous other Mining Companies, the Board is of the unanimous opinion that it is equitable to recommend that the Company favourably consider granting 6 days' vacation, with pay, to employees with one year's service, and 12 days' vacation, with pay, to employees with five years' service.

Statutory Holidays.—The Board believes that the present system of considering only Christmas Day as a Holiday without pay, but with double time if worked on, may appropriately be changed to provide for four statutory holidays during the year, namely: Christmas, New Year's, without pay if not worked on, but with pay at double time if worked on, and Dominion Day and Thanksgiving Day without pay if not worked on, but with pay at time and one-half, if worked.

Off-shift Differentials.—The Board has come to the conclusion that this matter should be referred to the National Labour Board.

Union Security.—Under this heading, the demands of the Union, primarily submitted to the Board, were as follows:—

Union Shop.—That all employees now members of the Union, as a condition of their employment, remain members in good standing for the duration of the agreement, and that all employees hired, during the life of the agreement between the Company and the Union, shall become members of the Union within one month from the date on which they are hired.

Check-off.—That the Company upon receipt of signed authorization from the employees concerned, shall deduct monthly from the earnings of such employees, the sum of \$1,

being the regular Union Membership dues, and transmit regularly, each month, the amount of dues so collected to the Financial Secretary of the Union.

The Company was quite definite in their statement that, under no circumstances, would either of these clauses be accepted.

The Union later stated that, in lieu of the two clauses above, they would be prepared to accept one clause, to read as follows:—

Union Security.—The Company shall, during the life of this agreement, as a condition of each employee's continued employment, deduct the sum of one dollar (\$1.00) from the first pay-check due in each calendar month to each such employee, and remit the same prior to the 10th day of the month following the month in which such deduction is made, to the Financial Secretary of the Union.

The Company emphatically stated its refusal to accept such a clause, and it was evident to the Board that it would be impossible to effect conciliation between the parties on this issue.

The Chairman of the Board, in an endeavour to find a solution which would bring the parties to an agreement, finally proposed a new clause, which was accepted by the Union but refused by the Company, the clause reading as follows:—

As a measure of co-operation, and with a view to the improvement of harmonious relations between the parties, upon request in writing by individual employees, which request shall be in the form indicated below, the Company undertakes to deduct from the pay of such employees the sum of one dollar (\$1.00) per month, and to remit the sum thus deducted to the Union.

FORM

I, the undersigned, badge No.
Department No. hereby authorize the NORANDA MINES LIMITED to deduct from my wages the sum of one dollar (\$1.00) per month (being the amount of my monthly dues), and to remit same to the Local No. 688 INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS; such deductions to continue until the expiry of the present contract between NORANDA MINES LIMITED and Local 688 INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, unless the present authorization is cancelled by me giving to the Company and the Union one month's notice in writing.

The above-mentioned clause is recommended to the parties by the majority of the Board (Mr. Thomas R. Ker, K.C. dissenting).

This clause does not come into conflict with either Provincial or Federal Laws. The workers do not waive any of their rights, but simply ask their employers to pay over part of their salaries to the Union. The workers reserve their right to cancel the authorization, and thus withdraw from the Union.

It is not a matter of the Union forcing the members to pay their dues through the Company, but rather the workers themselves who ask the Company to make the payments for them. The voluntary check-off is only a question of administration for the Company. Our Board recommends to the parties that they get together and fix a suitable remuneration to cover the cost of accounting.

The Board wishes to unanimously put on record its appreciation of the assistance given to it by both parties, and the able and courteous manner in which the representatives of both the Company and the Union have presented their cases and the way in which they have conducted themselves before the Board.

Montreal, October 21, 1946.

(Sgd.) C. E. GUERIN,
Chairman.

GUY MERRILL DESAULNIERS,
Employees' nominee.

T. R. KER,
Employer's nominee.

Minority Report

I regret that I am unable to agree with the findings of the majority of the Board as set forth in the Board's report under the heading of "Union Security".

Order in Council P.C. 1003 provides for compulsory collective bargaining between employers and employees with a view to arriving at a collective agreement, which under the Regulations means an agreement containing provisions with reference to rates of pay, hours of work or other working conditions. These three subjects relate directly to the contract of lease and hire of services, which is a purely bilateral contract between the employer and the employee.

It is true that employees may join any Union which they desire and if such Union secures the necessary majority and becomes certified according to the regulations, it may represent the employees for purposes of collective negotiation but the Union is only acting as the representative of the employees and not as a third party in the negotiations and its so acting does not broaden the field of subjects upon which negotiation may take place nor permit the Union to force the employer into negotiation upon a subject which does not fall within the intended meaning of "working conditions" and if it did so fall, it does not touch upon "working conditions" of all the employees, but concerns a matter strictly between the employees and the Union itself.

Under the Regulations, when the parties fail to reach an agreement, a Conciliation Board such as the present one may be set up whose duty it is to endeavour to bring the parties into agreement on the subjects in dispute, but these subjects must be within the ambit of those to which compulsory bargaining applies. If the Board is unable to bring the parties into agreement it makes a report, usually embodying suggestions of its own, upon the points which still remain in dispute. No legal strike may take place until the Board has reported.

If an employer willingly undertakes to make stipulations in favour of the Union (which is a third party) in respect of matters which do not flow naturally from the contract of lease and hire of services as affecting all employees and which do not fall within the three classes of subjects upon which compulsory negotiation may take place under the Regulations, then it appears to be the accepted view that there is no particular objection to the matter being dealt with in the contract, but where, as in the present instance, the employer has most definitely stated that as a matter of Company policy and for reasons which appear to it proper it will not accept Union Security provisions in any form either as regards compulsory Union membership, check-off or otherwise, then in my view it is not the function of a Board of this character to make a recommendation on a subject which I conceive to be outside of the subjects provided by law for collective bargaining.

While I am aware that many Boards of Conciliation have made recommendations on matters of Union Security, I am nevertheless of opinion that they have gone beyond their powers inasmuch as such recommendations, if in favour of something which the employer definitely refuses to accept, may conceivably place the Union in the position of bringing about a so-called legal strike which would in reality be illegal inasmuch as the employer

had never under existing rules been obliged to negotiate on the subject of Union Security.

It is a principle of the collective agreement that it should govern the relations between the employer and all employees in respect of the classes of subjects set forth in the Act as being those upon which compulsory bargaining shall take place, but it is evident that the adoption of the voluntary and revocable check-off provision suggested by the majority of this Board is a recommendation for the inclusion of a clause which clearly would not apply to non-members of the Union and possibly would not be acceptable even to many of its members and is not one which can logically find any place in a collective agreement covering working conditions applicable to all employees.

If any employees desire to have the Company pay their Union dues direct to the Union out of their wages, such an arrangement would in my opinion be one which the employee or employees concerned may take up individually with the Company as a purely business matter and should not be made part of a contract which at law is intended to apply to all employees. If the Company declined to consent to such an arrangement, it would have a perfectly good right to do so and the employee is left with his common law rights as regards assignment or otherwise of his dues. The rights of the employer in this connection should not be prejudiced by recommendations made by a Board of Conciliation, the result of which may give a colour of right to a Union in calling a strike in a case such as the present one where the recommendation is outside the classes of bargaining subjects and is definitely not acceptable to the employer.

Respectfully submitted.

(Sgd.) T. R. KER,
Employer's nominee.

Montreal, October 21, 1946.

Report of Board in Dispute Between Snyder's Limited, Waterloo, Ontario, and The National Union of Furniture Workers and Allied Crafts (CCL) Local No. 13.

On October 17, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge A. Cochrane, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other two members of the Board, Mr. James E. Ferguson of Toronto, and Dr. Eugene Forsey of Ottawa, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation, appointed by you in this matter, begs to report as follows: The Board held meetings on the 29th of August and on the 14th and 23rd days of September and again on the 5th day of

October, 1946. The meetings held on the 29th of August and the 23rd of September were held at Waterloo, and the other two meetings were held in Toronto. At the two meetings in Waterloo the Company was represented by Mr. J. K. Sims, solicitor, and Mr. L. C. Ruby, Plant Manager, while the Union was represented by H. Erstad, National Secretary-Treasurer for the Union, Walter Loos, President of Local 13, and other members of the Union. The Board appreciates the manner in which representations were made to them by both parties and discussions and negotiations were conducted by all present on a very high plane.

At the first meeting of the Board it was suggested that briefs be filed by both parties and these briefs are now made a part of this report.

1. There appears to be very little dispute as to the facts and reference to the two briefs, which were filed by the parties, discloses that the parties are fairly well agreed as to what has transpired in the past and has led up to the unusual situation which now exists. There is nothing now before us which would indicate that there is now or has been in the immediate past serious trouble between the workmen and the employers.

2. The position taken by the respective parties is fully set out in their briefs which are, as has been stated, filed with this interim report.

3. The Union takes the position that the Company is under a legal obligation to bargain with the certified Bargaining Committee and that the Committee could negotiate an agreement even although only three of the original certified representatives now remain.

4. On the other hand the Company takes this position,—

- (a) That the Committee, as at present constituted, contains only a minority of the original certified representatives.
- (b) That it contains no representatives from what is known as factory "A".
- (c) That the Committee does not now represent the majority of the workers in the employ of the Company.
- (d) That the Company will meet only with properly certified bargaining representatives.

The Company takes the position that for these reasons it is possible that any agreement which might be concluded as between the present members of the Bargaining Committee and the Company might not be acceptable to the majority of the employees.

5. The Company stressed the fact that only three of the original Bargaining Committee

are now available for negotiations and placed strong emphasis on the fact that none of the employees in what is referred to as factory "A" are among the original remaining members of the Committee or those elected on the 27th of May, 1946.

6. The position at the present time is not satisfactory and while we make no attempt to analyse the merits of the contentions of the parties with respect to the legal position of the Bargaining Committee or to make any decision with regard thereto, we feel under the circumstances steps should be taken to properly constitute the Committee and bring it up to its original number of members.

7. We believe that it is possible that because of the difference in the type of work carried on in the two factories operated by the Company, there could be real difficulties in the way of concluding a satisfactory agreement if the employees of both factories are not represented.

We recommend,—

1. That as a preliminary step to further negotiations the Union proceed forthwith to have membership of the Bargaining Committee brought up to its original number of 11, in accordance with the procedure set forth in the Rules and Procedure of the Wartime Labour Relations Board (National), Sec. 3, sub-section 7.

2. That this should be done by the Union without prejudice to the rights of either party.

3. That when this has been accomplished the Union and the Company should re-open negotiations for an agreement.

It will be observed that no attempt has been made to deal with or discuss the merits as between the Union and the Company. We feel that it might be unwise to do so because of the position in which the matter now stands. If our recommendations are carried out and the parties are unable to agree, this Board might then be re-convened for the purpose of dealing with the matter further.

All of which is respectfully submitted.

(Sgd.) JAS. E. FERGUSON,
Employer Nominee.

(Sgd.) EUGENE A. FORSEY,
Employees' Nominee.

(Sgd.) A. COCHRANE,
Chairman.

Report of Board in Dispute Between Weston Dairy Limited, Weston, Ontario, and Local 647, Milk Drivers and Dairy Employees (AFL-TLC).

On October 10, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge Samuel Factor, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other two members of the Board, John J. Robinette, K.C., of Toronto, and Mr. G. Russell Harvey of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR:

In a letter dated August 30 last from Mr. M. M. Maclean, he informed us of your request to reconvene this Board of Conciliation in order to clarify that portion of the Board's report dated April 29, 1946, reading as follows:—

Your Board recommends that the provision for a closed shop be modified to permit the employer to employ residents in the delivery area only who are not Union members.

Pursuant to your request, the Board reconvened and two meetings were held, one on

September 11 last and one on October 2, 1946.

After full consideration of the point involved, the Board unanimously recommends that the following be added to the last paragraph of the Board's report dated April 29:—

on the condition that such persons must join and become members of the Union within thirty days from the date of their employment.

Therefore, the last paragraph of the Board's report, dated as aforesaid, will read as follows:—

Your Board recommends that the provision for a closed shop be modified to permit the employer to employ residents in the delivery area only who are not Union members, on the condition that such persons must join and become members of the Union within thirty days from the date of their employment.

Yours truly,

SAMUEL FACTOR,
Chairman.

JOHN J. ROBINETTE,
Employer's nominee.

G. RUSSELL HARVEY,
Employees' nominee.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 31 industrial disputes during the month of October, involving 40,658 workpeople employed in 97 separate establishments. Of these, 14 were new disputes which originated during the month and 17 were situations which had been untermiated as of September 30, and received further attention in October. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the two officers resident in Vancouver comprises

British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries:

MINING AND SMELTING, ETC.

Metal Mining..... 1

MANUFACTURING

Animal Foods..... 4

Metal Products..... 8

Fur and Leather Products..... 1

Textiles, Clothing Products, etc.....	1
Printing and Publishing.....	2
Wood Products, Miscellaneous.....	1
Shipbuilding	1
Non-Metallic Minerals, Chemicals, etc.	3
Rubber Products.....	1
Miscellaneous	1
TRANSPORTATION AND PUBLIC UTILITIES	
Water	3
Other Local and Highway.....	3
Electricity and Gas (mainly utilities)..	1

Nature of Dispute or Situation:

Strike or Lockout.....	12
Threatened strike or lockout.....	3
Controversy	3
Arbitration	1
Requests for services of Commissioners	12

Predominant Cause or Object:

Increased wages and reduced hours....	2
Increase in wages and other changes...	10
Increase in wages and union recognition	3
Discharge of workers for union membership or activity.....	12
To secure or maintain union wages and working conditions.....	2
Discharge of workers (other than in connection with union questions and including refusal to reinstate).....	1
Unclassified	1

Disposition:

Strikes terminated by mediation or other departmental action (other than as indicated below).....	1
Threatened strike averted by mediation, etc.....	1
Controversy terminated by mediation, etc.	7
I.D.I. Commission appointed under Section 5, P.C. 4020.....	3
Collective agreement signed.....	1
Written statement terminating situation	6
Dispute lapsed or called off; no further action required.....	1
Referred to N.W.L.B. or R.W.L.B....	1
Other disposition.....	1
Disposition pending.....	8

Method of Settlement:

Conciliation or mediation.....	11
Direct negotiations.....	3
Arbitration	6
Settlement pending.....	11

Brief summaries of some of the cases of chief interest follow:—

Insulating Products Workers, Hamilton, Ont.—It was reported in the September issue

of the *LABOUR GAZETTE* (Page 1238) that His Honour Judge Samuel Factor, of Toronto, had been appointed as an Industrial Disputes Inquiry Commissioner under Section 5 of Order in Council P.C. 4020 to investigate charges that the Canadian Porcelain Company, Limited, Hamilton, Ont., had dismissed an employee because of union membership and activity. The report of the Commissioner was received during October. Its findings were that the employee in question was not dismissed or discriminated against for the reason that he was a member of or working on behalf of the Canadian Chemical Division of District No. 50, United Mine Workers of America, and that the Company was justified in discharging the man.

Metal Products Workers, Toronto, Ont.—The appointment of His Honour Judge Egerton Lovering, of Toronto, as an Industrial Disputes Inquiry Commissioner to investigate charges that Silverware Products (Canada) Limited, Toronto, Ontario, had dismissed 33 employees because of union membership and activity on behalf of the United Electrical, Radio and Machine Workers of America was reported in the September issue of the *LABOUR GAZETTE* (Pg. 1238). During October the Commissioner reported to the Minister of Labour that, after careful consideration, he found that 34 employees had been dismissed by the Company because they refused to work, and that they were discharged because of such refusal and not because they were union members.

Transport Workers, Shawinigan Falls, P.Q.—The October issue of the *LABOUR GAZETTE* (p. 1435) contained a report that the Minister of Labour had appointed the Honourable Mr. Justice Alfred Savard, of Quebec City, P.Q., as an Industrial Disputes Inquiry Commissioner to investigate a complaint that Carrier et Frere, Ltee., Shawinigan Falls, P.Q., had dismissed one of its employees because of union activity on behalf of the National Syndicate of Transport Employees and Others. In a report received in the latter part of October, the Commissioner found that the employee in question had been dismissed for cause and that the charge brought against the Company was not proven.

Public Utilities Workers, Toronto, Ont.—Reference was made in the October issue of the *LABOUR GAZETTE* (p. 1435) to the appointment of His Honour James Parker, of Toronto, by the Minister of Labour as an Industrial Disputes Inquiry Commissioner under the provisions of Section 5 of Order in Council P.C. 4020 for the purpose of investigating allegations that the Toronto Hydro Electric Commission had dismissed three employees

for the reason that they had refused to join the National Organization of Civic, Utility and Electrical Workers, Branch No. 1. In his report, the Commissioner stated that he accepted the finding of a judgment of the Ontario Labour Relations Board to the effect that there was no collective agreement in existence between the Toronto Hydro Electric Commission and the National Organization of Civic, Utility and Electrical Workers, with which decision he was in accord. There being no such collective agreement within the contemplation of Order in Council P.C. 1003, the Commissioner found that the three employees in question, having been dismissed because of their failure to join the National Organization of Civic, Utility and Electrical Workers, Branch No. 1, were improperly dismissed in contravention of Section 20 (1) of Order in Council P.C. 1003. He therefore recommended the reinstatement of the three employees forthwith and their reimbursement for lost wages from the date of their dismissal up to the time of their reinstatement, less any money earned by them in the meantime.

Pursuant to the recommendation of the Commissioner, the Minister of Labour on October 11 ordered the Toronto Hydro Electric Commission to reinstate the three men and to comply with the recommendation of the Commissioner in respect of back pay.

Newspaper Compositors, Ottawa, Ont.—The appointment of His Honour Judge G. E. Brennan, of Cornwall, Ont., as an Industrial Disputes Inquiry Commissioner to investigate a charge that the publishers of the Ottawa "Citizen" had dismissed an employee for the reason that he was a member of or working on behalf of the International Typographical Union was reported in the LABOUR GAZETTE for October (p. 1435). The Commissioner found that the discharged employee, contrary to the provisions of the Wartime Labour Relations Regulations, P.C. 1003, had on the premises of his employer and during the hours of his employment attempted to persuade employees of the Ottawa "Citizen" to leave their present employment and to join the International Typographical Union. In the circumstances, the Commissioner recommended that the dismissed employee should not be reinstated.

Foundry Workers, London, Ont.—During September, the Minister of Labour appointed His Honour Judge E. W. Cross, of Woodstock, Ont., as an Industrial Disputes Inquiry Commissioner to investigate charges that two employees of Wells Foundry Limited, London, Ont., had been dismissed because of union activity, as reported in the LABOUR GAZETTE for October (p. 1435). The union involved

was Local 3313, United Steelworkers' of America. In the case of one employee, the Commissioner found that his dismissal was justified as the evidence was clear that he had left his machine in order to canvass employees in another part of the plant during working hours in connection with joining the union. He found that the discharge of the second employee was not completely justified and that the man should have been disciplined by some other means than dismissal. However, his conclusion was that the cause of the employee's dismissal was his unwarranted physical interference with a fellow employee, rather than union activity.

Subsequently, the Company made a monetary settlement in connection with wages lost by the employee whose discharge the Commissioner found not to be completely justified, but allowed his dismissal to stand.

Advertising Workers, Toronto, Ontario.—The Minister of Labour, in compliance with a request by the Minister of Labour for Ontario, appointed His Honour Judge Samuel Factor, of Toronto, to investigate the dismissal of an employee by the E. L. Ruddy Sign Company, Toronto, Ont., allegedly on account of his membership in or activity on behalf of the United Retail, Wholesale and Department Store Employees of America. Judge Factor was appointed as an Industrial Disputes Inquiry Commissioner under the provisions of Section 5 of Order in Council P.C. 4020. His inquiry had not taken place at the end of the period under review.

Wood Products Workers, Grimsby, Ont.—A request was received in the latter part of October from the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commissioner under P.C. 4020 to investigate a complaint that two employees had been dismissed by Merritt Brothers, Grimsby, Ont., allegedly on account of their membership in or activity on behalf of the United Automobile, Aircraft and Agricultural Implement Workers of America. On October 31, the Minister of Labour appointed His Honour Judge H. E. Fuller, of Woodstock, Ont., for the purpose of conducting an inquiry.

Brass Factory Workers, New Toronto, Ont.—Following the union membership's rejection of the proposals made by the Industrial Disputes Inquiry Commissioner, Mr. L. W. Brockington, K.C., C.M.G., for the settlement of the dispute between Anaconda American Brass, Ltd., New Toronto, and its employees represented by Local 811, International Union of Mine, Mill and Smelter Workers (see LABOUR GAZETTE for October, page 1438), officers of the Department of Labour assisted in bringing about a conference in

Toronto between officials of the American Brass Company, Waterbury, Conn., and the Superintendent of the Canadian plant, on the one hand, and the International President, a Canadian International Representative, and the Local Committee of the Union, on the other hand. An Industrial Relations Officer of the Department of Labour participated in the meetings, which took place on October 16 and 17.

As a result of these conversations, an agreement was reached which was satisfactory to the representatives of the parties, and which was ratified at a general meeting of the local union's members held on October 20. The agreement provided for an increase "across the board" in the wage rates of employees, amounting to 12½ cents per hour, with the understanding that if at the end of six months after September, 1946, the Index of the Cost of Living shall have risen by four points, the wage question may be re-opened for further negotiations. Such re-opening may take place only once during the life of the agreement. The agreement also provided for vacations with pay of two weeks' duration for employees with five or more years of actual service. No provision was made for the payment of wages for statutory holidays upon which no work was performed, but the Company undertook to pay wages at time-and-one-half rates for seven statutory holidays, if worked. Plant-wide seniority was established, but the Company was given discretion to disregard seniority in respect of 5 per cent of the skilled personnel affected in lay-offs or re-hiring. The voluntary check-off of union dues would remain in effect, with employees having an "escape period" from December 8 to 15. The Company agreed not to require the union to be re-certified, but would abide by the decision of the Ontario Labour Relations Board in respect of the application for certification made by a rival organization, which was pending at the time. Minor revisions were also agreed to in other conditions governing arbitration, grievance procedure, and the termination of the collective agreement.

Maintenance men began returning to the plant on the night of October 17 and production workers began reporting on October 21, thus terminating the strike which commenced on May 18 and involved some 1,000 employees. Full operations were restored in about two weeks' time.

Steel Workers, Ontario and Nova Scotia.—In accordance with the terms of settlement summarized in the October issue of the *LABOUR GAZETTE* (page 1436), work was gradually restored to normal during October in

the steel plants of Algoma Steel Corporation, Ltd., Sault Ste. Marie, Ont., Dominion Steel and Coal Corporation, Ltd., Sydney, N.S., and The Steel Company of Canada, Hamilton, Ont. Negotiations also proceeded under the guidance of Mr. T. H. Rahilly, as mediator, between representatives of the United Steelworkers of America and the three companies with a view to the determination of matters left unsettled at the time the strike was terminated. Hearings were arranged by the National War Labour Board with regard to the proposed elimination of the 5-cent differential between the wages of production workers at Sydney and those in the Ontario plants, and a decision was expected to be reached during November.

A complaint was made to the Department of Labour during the month that The Steel Company of Canada had violated the terms of the strike settlement relating to the reinstatement of employees without discrimination against them for having participated in the strike. This was occasioned by the Company having refused to re-employ some 24 men who had been convicted in the courts of various offences connected in some way with the strike. The matter was referred to the Government Controller of the steel plants, Mr. F. B. Kilburn, and to the mediator, Mr. Rahilly.

Metalliferous Miners, British Columbia.—The Industrial Disputes Inquiry Commissioner appointed to deal with the dispute between twelve metalliferous mining companies in British Columbia and their employees as represented by the International Union of Mine, Mill and Smelter Workers, the Hon. Mr. Justice Gordon McG. Sloan, Chief Justice of British Columbia, made two sets of recommendations during October to the interested parties. One related solely to the copper producing companies, and resulted in a settlement; the other related to the gold producing companies, and while it narrowed the differences between the parties to a considerable degree, was still the subject of local negotiations at a number of the gold mines as this issue of the *LABOUR GAZETTE* went to press.

In respect of the copper producers, the Commissioner recommended that the wages of miners and timbermen be increased by 64 cents per shift, while those of other employees be increased by 48 cents per shift. He also made various recommendations with respect to the "copper bonuses" payable to employees, which are based on the average monthly price of export refinery copper at New York, as quoted in American currency in the *Engineering and Mining Journal*. If the average export price of copper at New York hereafter

exceeds 14½ cents per pound, for a calendar month, the Commissioner recommended that the companies should thereafter, so long as the price exceeded 14½ cents per pound, pay a copper bonus of 25 cents per shift to each employee. If the New York export price should exceed 16 cents per pound, the companies should pay a further copper bonus of 25 cents per shift so long as the price should exceed that figure; and similarly a further bonus of 25 cents per shift should be paid if and so long as the export price should exceed 17½ cents. In addition, the Commissioner recommended that the amount of the June copper bonus (25 cents per shift) should be absorbed into the basic wage rates, along with the shift increases mentioned above; and that payment of the August and September copper bonuses, totaling 50 cents per shift, be guaranteed for the first nine months of the collective agreement regardless of the export price of copper, provided the companies' concentrates were being produced, shipped and smelted without interference.

Other recommendations of the Commissioner in respect of the copper producers were that shift differentials of 3 cents and 5 cents per hour should be paid in the second and third shifts respectively when such shifts were instituted; that hours worked in excess of 44 in any one work-week should be paid for at the rate of time and one-half; and for the voluntary revocable check-off of union dues under covenants similar to those adopted in the 1946 collective agreement affecting Coastal loggers in British Columbia.

The effect of the recommendations was to raise the wages of miners and timbermen by 14½ cents per hour on the basis of a 48 hour week, at least for the nine-month period of the guaranteed bonuses; and by 12½ cents for others than miners and timbermen. Increased earnings due to shift differentials and overtime payments not hitherto in force were estimated to involve approximately an additional 6.3 cents per hour.

At meetings of the local unions, employees of the two copper producing companies involved in the strike voted by substantial majorities to accept the Commissioner's recommendations and to return to work. After some difficulty in reaching agreement in local negotiations on the question of hours of work, a collective agreement was signed on October 21 between Local 663 of the union and the Britannia Mining and Smelting Co., Limited, Britannia Beach, B.C., incorporating the proposals of the Commissioner and providing for operations on the basis of alternating 40-hour and 48-hour working weeks. To overcome a "mine production emergency" it was provided

that not more than once in a calendar month underground drawing crews might by mutual agreement work 48 hours during the short (40-hour) week. The new agreement was subject, of course, to approval of the Regional War Labour Board in respect of increased wages, but work began again on the date of signing, for the first time since the commencement of the strike on July 3.

Local negotiations became deadlocked over hours of work at the second copper producing company when the Granby Consolidated Mining, Smelting and Power Co., Ltd., at Copper Mountain, B.C. insisted upon a normal working week of 48 hours, with overtime after 44 hours. It was finally agreed that the employees would work 48 hours per week for the first six months of the new agreement and then negotiate further on the question. A memorandum of understanding was signed on November 6, after which work was speedily resumed.

The Commissioner's recommendations relating to the gold producing companies were for wage increases of 64 cents per shift for miners and timbermen, and 48 cents per shift for other employees. His proposals in respect of shift differentials, hours of work and overtime, and check-off provisions were the same as those put forward to the copper producers. No recommendation was made with regard to bonuses, and the Commissioner pointed out that it must be borne in mind that the gold producing companies were at present facing difficult economic conditions due to a decrease in the price of gold on the one hand and to rising costs of production on the other.

When these recommendations were put before the workers at meetings of the local unions, the employees of only one mine voted in favour of their outright acceptance. The employees of the other mine gold producing companies affected followed the advice of the District Policy Committee of the union and rejected the recommended increases in wages as being inadequate, while endorsing the other proposals.

The representatives of the mine operators advised the Commissioner that his recommendations were acceptable, subject to certain reservations to the effect that individual negotiations were acceptable, subject to certain agreements be negotiated and entered into within a reasonable time; that the employees undertake to work 44 hours when so requested; that the new wage rates apply from the date of signing of new agreements; that overtime rates be computed upon the base rate only; that concentrates be produced, shipped and smelted without union interference; and that

the method of check-off be the subject of negotiations between the employers and authorized representatives.

The differences between the union and the gold producers having been reduced materially, the Commissioner then proposed that work be resumed at all mines, and that the matters still in dispute be referred to negotiations to be carried on between each individual company and the local bargaining agency of the union. He suggested that if agreement were reached on the wage issue, the increases should be made retroactive to the date of the resumption of work, but that if no agreement were reached within thirty days, the matter should be referred back to him for further consideration. This procedure was agreed to by union officials, but rejected by the operators on the ground that it would give rise to false hopes among the employees, since the companies could not afford wage increases higher than those contemplated in the Commissioner's recommendations.

As the *LABOUR GAZETTE* went to press, it was reported that a tentative settlement had been reached between the management of Hedley Mascot Gold Mines, Ltd., Hedley, B.C., and the local union, subject to ratification by the employees. The understanding was said to involve the adoption of the Commissioner's recommendations together with the elimination of a differential applying to miners and timbermen which had been in effect in that locality. Conversations were also taking place on a local basis at other points, and it was hoped that an early resumption of work would result.

Chemical Products Workers, Windsor, Ont.—An agreement was reached on October 14 for the settlement of the strike of some 400 employees of Canadian Industries Limited, Windsor Works, Windsor, Ont., which had been called on June 27 by Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. (See *LABOUR GAZETTE* for October, page 1439, and previous issues.) The main features of the settlement were unofficially reported to be wage increases ranging from 10 to 14 cents per hour; elimination of a job evaluation plan; and two weeks' vacation with pay, as already instituted, being written into the collective agreement. No concessions were reported with regard to "union security".

Certain maintenance workers returned to the plant on October 15 and all employees reported for work on October 18, after which a few were laid off temporarily and others given vacation with pay pending the resumption of full operations.

Electrical Apparatus Workers, Hamilton, Ont.—Renewed efforts by the Industrial Disputes Inquiry Commissioner, His Honour Judge J. C. Reynolds, of Kingston, assisted by a senior Industrial Relations Officer of the Department of Labour, resulted in a settlement on October 24 of the dispute between the Canadian Westinghouse Company, Ltd., Hamilton, Ont., and Local 504, United Electrical, Radio and Machine Workers of America (October *LABOUR GAZETTE*, page 1435). Following four days of intensive negotiations, a memorandum of settlement was signed by the parties providing among other things for an increase in the earnings of all employees equivalent to 13 cents per hour, and payment for three statutory holidays on which work would not be required, such holidays to be chosen by the union. The new collective agreement would be effective for one year from the date of the re-opening of the plant, but negotiations with respect to wages might be re-opened if at the end of nine months the cost-of-living index had risen by more than four points over the index figure for September 1, 1946. The Company agreed to institute a voluntary irrevocable check-off to become effective when authorizations were received from 51 per cent of the employees within the bargaining unit. The agreement also included a no-strike and no-lockout clause, and miscellaneous provisions concerning overtime, off-shift bonuses, payment for time spent on grievance procedure, and vacations with pay. As an alternative to the demand of the union that the wage increases be given retroactive effect, the Company agreed to assume the cost of the group insurance and employees' benefit plans during the period of the strike.

Chemical Products Workers, Amherstburg, Ont.—Direct negotiations between the parties resulted in a settlement on October 10 of the dispute between Brunner Mond, Canada, Limited, Amherstburg, Ont., and Local 89 of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, which led to a strike of some 400 employees on July 12. The final negotiations followed the intervention of an Industrial Disputes Inquiry Commissioner, Magistrate J. A. Hanrahan, of Windsor, and discussions between the parties at Ottawa under the guidance of the Minister of Labour and officers of his Department (See October *LABOUR GAZETTE*, page 1438).

The strike settlement under which all employees returned to work without discrimination, provided for an irrevocable check-off of union dues with an annual escape period of two weeks during which individual employees might discontinue their authoriza-

tions of same. It also provided for a new basic wage of 77 cents per hour. Employees receiving 61 cents per hour were granted an hourly increase of 16 cents, with staggered adjustments down to 13 cents per hour for those receiving 64 and 65 cents per hour, and 12 cents for those receiving 66 cents per hour or more.

Maintenance men reported for work on October 11th and production was restored to normal in about two weeks.

Metal Products Workers, Leaside, Ont.—Following long and patient negotiations which were renewed late in October under the guidance of His Honour Judge Samuel Factor, of Toronto, acting as Industrial Disputes Inquiry Commissioner, a settlement was reached on October 28 in the dispute involving a strike by some 1,166 employees of the Canada Wire and Cable Company, Limited, Leaside, Ont. The workers were represented by Local 514, United Electrical, Radio and Machine Workers of America. (See LABOUR GAZETTE for October, page 1434).

The settlement provided for wage increases of 14½ to 24 cents per hour, which included or absorbed an 8 per cent premium which had been granted by the Company in 1945. It also included a schedule of working hours based upon a standard 8-hour day and a 40-hour week except in the case of a day shift on which a standard 44-hour week was to be used for the purpose of calculating overtime payments. Conditions under which Saturday mornings would be worked were also set out in the schedule. Two weeks' vacations with pay were granted to employees after three years of service in addition to vacations of one week with pay after one year's service. Payment was provided for three statutory holidays when not worked. A bonus of 5 cents per hour was granted to workers employed on the second shift of a three-shift arrangement, in addition to the existing premium payment for the last shift of a two-shift or three-shift arrangement. The Company agreed to a voluntary revocable check-off of union dues. Conditions governing the amount and duration of guaranteed earnings for employees transferred from one job to another were adopted, and it was agreed to submit the question to top seniority for union stewards to a vote of the employees to be held under Government supervision. An open-end wage clause was adopted to become effective in April, 1947, or later, if the cost-of-living index should rise by four points or more over the index figure for October, 1946. A clause providing for no strikes and no lockouts will also be incorporated in the new agreement.

Automobile Workers, Windsor and Chatham, Ont.—The September issue of the LABOUR GAZETTE (page 1238) reported the appointment by the Minister of Labour of Mr. L. W. Brockington, K.C., C.M.G., of Ottawa, as Industrial Disputes Inquiry Commissioner to investigate and report upon the dispute between the Chrysler Corporation of Canada, Ltd., and the employees of its plants at Windsor and Chatham, Ont., members of Locals 195 and 127, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, which had precipitated strikes by some 3,440 employees on June 18. The Commissioner was unable to continue his mediation efforts because of prior engagements in the United Kingdom but in the early part of October representatives of the company and the union were invited to Ottawa for conversations under the guidance of the Minister of Labour and officers of the Department. As a result of these talks the parties were able to compose their differences and terms were agreed upon which were duly ratified by votes of the union members. The strike settlement provided among other things that the Department of Labour should supervise a vote among all of the employees of the two plants who came within the bargaining units for which the local unions were the bargaining agents in order to determine the wishes of the employees with regard to the adoption of the "Rand Formula" of union security. It was agreed in advance that the Rand Formula would be put into effect if a majority of those voting were in favour of it.

The votes upon the union security measure were conducted on October 16 and 17 under the supervision of an Industrial Relations Officer assisted by officers of the National Employment Service. Out of 3,229 eligible to vote at the Windsor plant, a total of 1,385 cast their ballots in favour of the Rand Formula while 651 voted in opposition to it. At Chatham, there were 122 in favour of the plan and 38 against, out of an eligible list of 234.

Other main features of the strike settlement consisted of wage increases of 12 cents per hour for hourly-rated workers, and an additional three cents per hour for minimum rated employees, and revision of the company's vacations-with-pay plan. Resumption of work commenced on October 23.

Rubber Products Workers, Province of Ontario.—By the end of October work had been resumed at all rubber products factories in Ontario affected by strikes called on June 24. Conferences between management and union representatives and government officials held in Toronto (see LABOUR GAZETTE, October, 1946) resulted in a settlement of matters in

dispute between the Dominion Rubber Company, Limited, and Local 80, United Rubber Workers of America, being reached on October 16. The principal provisions of the settlement were as follows: a general wage increase of 13 cents per hour to all male and female workers in the bargaining unit, retroactive to May 19, 1946; off-shift premiums of 3 cents per hour for work performed on the second shift and 5 cents per hour for work performed on the third shift of a three-shift system, and 4 cents per hour for work performed on the second shift of a two-shift system; payment of straight time if not worked, and of double time if worked, for three statutory holidays to be designated by mutual agreement; no change in existing arrangements with respect to hours of work and vacations with pay. It was agreed that the settlement would be effective for a period of one year, but the management signified its willingness to re-open negotiations with respect to wages at any time during the period if the general economic situation in Canada should warrant such action. The pattern of this settlement was observed in the ensuing

settlement of all other strikes in the rubber products industry in Ontario.

Metal Products Workers, Toronto, Ont.—Early in October the Minister of Labour for Ontario requested the Federal Minister of Labour to appoint an Industrial Disputes Inquiry Commission under Section 5 of Order in Council P.C. 4020 to investigate charges that the Canadian Laundry Machinery Company, Limited, Toronto, Ontario, dismissed two employees because of union activity on behalf of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. On October 10, His Honour Judge Egerton Lovering, of Toronto, was appointed to conduct a formal investigation into the allegations. The Commissioner found that the complainants had magnified their grievances and interpreted their lay-off due to shortage of materials as a dismissal. The men had good records and their jobs were still available to them as soon as increased production warranted their re-employment. On the evidence there could be no finding of discrimination on the part of the Company.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining, Non-ferrous Smelting and Quarrying: Metal Mining

DAWSON, Y.T. — THE YUKON CONSOLIDATED GOLD CORPORATION, LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 564.

Agreement to be in effect from September 1, 1946, to August 31, 1949, and for a further 30 days if not renewed by then. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Maintenance of membership: all employees who are union members must maintain union membership in good standing as a condition of employment and all new employees must join the union. There shall be no discrimination or intimidation by the company or the workers because of union or non-union membership.

Hours of work: 8 per day, 48 per week; overtime: time and one half for work in excess of these hours and for first 8 hours worked on any of 7 specified holidays and double time for work on these holidays in excess of 8 hours. Vacation: two weeks pay to all employees, who work as long during the season as they are required by the company, to be paid when their service is terminated for the season. Employees who work throughout the year shall be entitled to a two weeks' vacation with pay.

Hourly wage rates: grade one, including drillers, dragline and bulldozer operators, electricians, carpenters, machinists, blacksmiths \$1.30; grade two (bearcat shovel operator, painters, welders, cooks) \$1.25; grade three (linemen, machine shop mechanics, bakers) \$1.20; grade four, including dredge oilers, power plant and main pump shift operators \$1.15; grade five, including garage servicemen, truck drivers, field blacksmiths and shovel and power plant shift oilers \$1.10; grade six, including nozzle-men, prospect drill helpers, washing plant sluice operators \$1.05; grade seven, including swamper, labourers, waiters and bull cooks \$1. All of the above rates are subject to

a deduction of \$2.25 per day for employees boarding at company camps.

Provision is made for seniority rights, sick leave with pay, a labour-management committee and grievance procedure.

Manufacturing: Vegetable Foods

CHATHAM, ONT.—LIBBY, McNEILL AND LIBBY OF CANADA, LIMITED, AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 127.

Agreement to be in effect from March 1, 1946, to February 28, 1947, and a further two months for the purpose of negotiating a new agreement and thereafter by mutual agreement. This agreement is similar to the one previously in effect and summarized in the **LABOUR GAZETTE**, Sept. 1945, p. 1338 with the following changes—Hours of work and overtime: time and one half shall be paid for all hours worked in excess of 9 per day or 45 in any one week and for all work on Sundays (except regular shift operations) and on 8 specified holidays. Minimum hourly wage rates: starting rate—men 58 cents, women 42½ cents, within 60 days a 5 cents per hour increase; for work between 6 p.m. and 7 a.m. an extra 5 cents per hour; for seasonal workers the rates shall be for men 58 cents, for women 42½ cents with an extra 3 cents per hour for night work (6 p.m. to 7 a.m.).

KELOWNA, B.C.—MEMBERS OF THE OKANAGAN FEDERATED SHIPPERS ASSOCIATION INC. AND FRUIT AND VEGETABLE WORKERS' UNION.

Agreement to be in effect from May 1, 1946, to May 1, 1947, and thereafter until 60 days' notice with supplementary agreement effective September 1, 1946 to August 31, 1947. This agreement and supplement is similar to the one previously in effect and summarized in the **LABOUR GAZETTE** for July 1945, p. 993, with the following changes—overtime: time and one half after 9 hours and double time for all work in excess of 11 hours per day between June 1 and November 30 inclusive of each year; the remainder of the year no employee shall work more than 8 hours per day without a special permit from the Board of Industrial Relations; employees working in excess of 8 hours with a special permit shall be paid time and one half and double time for work in excess of 10 hours. Vacation: provisions of the Annual Holidays Act (1946) to replace the existing provisions for vacation. Hours of work: between June 1 and November 30 of each year shall be any 8 or any 9 consecutive hours between 7 a.m. and 6 p.m. for a day shift and between 7 p.m. and 5 a.m. for a night shift. Check-off: the "Rand Award" for the Ford Motor Company of Canada Ltd. to apply re check-off as well as in other respects except where reference is made to the Ontario government or Provincial

government or officials, the British Columbia government or officials will be intended. A recess of 10 minutes, optionally at the request of the employees, morning and afternoon for all workers except those engaged on piece work shall be allowed.

Wage rates: an increase of 5 cents per hour shall be in force subject to the approval of the War Labour Board.

Manufacturing: Pulp, Paper and Paper Products

CHANDLER, P.Q.—THE GASPESIA SULPHITE COMPANY, LTD., AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 455.

Agreement to be in effect from July 1, 1946, to June 30, 1947, and thereafter from year to year subject to 30 days' notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, September 1943, p. 1241 with the following changes—hourly wage rates: yard labourers 70 cents, head locomotive engineers 90 cents, crane operators 85 cents, wood handling 70 cents; digesters and acid plant—cooks \$1.09, helpers 72 and 79 cents, acid makers 85 cents; stock preparation—blowpit men, wet machine operators 72 cents; dryers and storage—machine tenders \$1.15, back tenders 88 cents, third hands 78 cents, beatermen 70 cents; shift electricians 93 cents, electricians' helpers 75 cents, pulp testers 73 cents, millwrights 88 cents, machinists, welders 93 cents, painters 75 cents, casual labourers 65 cents.

QUEBEC, P.Q.—ANGLO-CANADIAN PULP AND PAPER MILLS, LTD., AND THE QUEBEC PROVINCIAL COUNCIL OF PAPER MILL UNIONS, THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 250) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 137).

Agreement to be in effect from May 1, 1946, to April 30, 1947, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE Dec. 1945, p. 1821, with the following additions:

Hourly wage rates for certain classes: paper machines department—machine tenders \$1.98, backtenders \$1.80, third hands \$1.40, fourth hands \$1.01, fifth hands 96 cents, sixth hands 78 cents; control department—paper testers 84 cents, pulp testers 77 cents; stores department—truck drivers \$50 weekly, general helpers 74 cents; mixing room department—metermen 82 cents, beatermen, wet machine operators 74 cents, colour man 65 cents; steam plant department—72 cents to \$1; cutter room department—cutter operators 85 cents, scale and press operators 75 cents, others 73 cents; electrical department—electricians 94 cents to \$1.14, substation operators 96 cents, metermen 87 cents; woodhandling department—70 to 78 cents; sulphite department—cooks \$1.21, helpers 74 to 97 cents, sulphite testers 84 cents, chipper men 74 cents, others 70 to 95 cents; yard department—locomotive engineers 95 cents, locomotive firemen 78 cents, brakemen 82 cents, labourers 70 cents; mechanical departments—machinists 87 cents to \$1.02, welders, tinsmiths, blacksmiths, pipefitters and millwrights 87 to 97 cents, carpenters, riggers 87 to 95 cents, painters 74 to 82 cents, oiler millwrights 82 to 95 cents, labourers 72 cents.

POWELL RIVER, STILLWATER, OCEAN FALLS, PORT MELLON, WOODFIBRE AND PORT ALICE, B.C.—POWELL RIVER COMPANY LTD., PACIFIC MILLS LTD., SORG PULP COMPANY LTD., AND BRITISH COLUMBIA PULP AND PAPER COMPANY LTD. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (POWELL RIVER LOCAL 142 AND OCEAN FALLS LOCAL 360) AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (POWELL RIVER LOCAL 76, OCEAN FALLS LOCAL 312, PORT MELLON LOCAL 297, WOODFIBRE LOCAL 494 AND PORT ALICE LOCAL 514).

Agreement to be in effect from May 1, 1946, to May 1, 1947, and thereafter from year to year subject to notice prior to March 1 in any year. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, January 1946, p. 49, with the following exceptions:

Hours of work effective June 1, 1946, to be 44 per week, (additional time may be worked to permit operation or protection of the mill at overtime rates as the following): time and one half for work in excess of 44 hours average per week. By average is meant the number of weeks mutually agreed upon in advance as the correct schedule.

Wage rates effective May 1, 1946, as follows—base rate for all male common labour 82 cents per hour, an increase of 15 cents per hour over the rate previously in effect, mechanics from 86 cents to \$1.18 per hour.

Manufacturing: Metal Products

TORONTO, ONT.—CANADIAN GENERAL ELECTRIC COMPANY LTD. (DAVENPORT WORKS) AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 507.

Agreement to be in effect from April 29, 1946, to April 28, 1947, and thereafter from year to year subject to notice. The Company recognizes the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination or coercion either by the company or the workers because of membership or non-membership in the union. Check-off: provided that a majority of the eligible employees are in favour the company will deduct union dues monthly from the pay of the employees who so authorize and remit same to the union.

Hours of work: 8-8 hours Monday through Friday, a 44-hour week during the summer, advisability of spreading the 44 hours on a 5½ day week during the winter months to be decided upon mutually. Overtime: time and one half for work in excess of 44 hours per week to be paid on a daily basis for time worked in excess of the standard daily hours, for all work on Saturday during summer schedule, and on Saturday afternoons when working 5½ day week schedule, Sundays and 6 specified holidays, two of which are paid holidays. Vacation: one week with pay for employees with one year of continuous service and two weeks with pay for those with 5 or more years' continuous service.

Wage rates—minimum starting rate for men 60 cents per hour to be increased by 2 cents per hour within 30 days and by at least another 2 cents within a further 30 days. The minimum starting rate for boys and female employees will be 44 cents per hour, to be increased to 47 cents within 30 days. The company is prepared

to increase job rates presently in effect 9.1 per cent plus 3 cents per hour subject to approval by the Ontario Regional War Labour Board. A bonus of 5 cents per hour will be paid for recognized second and third shifts.

Provision is made for seniority rights and grievance procedure.

HAMILTON, ONT.—CANADA IRON FOUNDRIES, LIMITED AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2940.

Agreement to be in effect from July 17, 1946, to July 16, 1947, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Maintenance of union membership: all employees now members of the union shall maintain union memberships in good standing as a condition of employment for the duration of the agreement (except for the last 15 days when members may resign from the union) and all new employees must join the union. Check-off: the company will deduct monthly union dues from the pay of employees who so authorize and remit same to the union. No discrimination or intimidation by either the company or the employees, because of union or non-union membership.

Hours of work: 8 per day Monday through Saturday a 48-hour week; overtime at time and one half for work in excess of 8 hours per day and for all work on Sundays (except for plant watchmen and firemen working Sunday as part of regular shift) and all recognized legal holidays. Vacation with pay of 6 days for employees with one year's service and 12 days for those with 5 years' service.

Provision is made for seniority rights and grievance procedure.

Construction: Buildings and Structures

VANCOUVER AND NEW WESTMINSTER, B.C.—THE GENERAL CONTRACTORS' ASSOCIATION AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCALS 452 AND 1251.

Agreement to be in effect from July 1, 1946, to June 30, 1947, and thereafter from year to year subject to notice.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and

one half for first 4 hours in excess of 8 hours per day and for work on Saturday mornings, double time for work over 4 hours overtime, and for all work on Saturday afternoons, Sundays and 9 specified holidays. Vacation: one week with pay will be allowed as and when provided by Provincial law.

Wage rates: minimum shall be \$1.25 per hour, all foremen shall be paid not less than \$1.28 per day of 8 hours over the minimum rate. In case of necessity shift work may be allowed, provided shifts continue for 3 consecutive nights and are run in addition to the regular day shifts. Seven hours shall constitute a night shift, for which 8 hours pay must be allowed. Provision is made for an apprenticeship plan.

Service: Business and Personal

CALGARY, ALBERTA—VARIOUS HOTELS, MEMBERS OF THE HOTELMEN'S ASSOCIATION AND HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE (BEVERAGE DISPENSERS LOCAL 265).

Agreement and amendment in settlement of strike LABOUR GAZETTE July, p. 981 and August p. 1158, to be in effect from July 2, 1946, to November 1, 1947, and thereafter from year to year subject to notice. All beer parlor employees such as tapmen, floormen, shall be members in good standing of union local and any person starting to work not a union member shall become a member of the union within 15 days of starting work. However, if an unemployed member of the union is available and satisfactory to the employer he shall be given preference in hiring.

Hours of work: 8 per day, 6 days per week for waiters, tapmen shall not average more than 48 hours per week. During exceptionally heavy business, such as Stampede, Christmas and Convention weeks, the regular staff may work overtime on the basis of actual wages. Vacation: one week with pay for all beverage dispensers who have worked a year or more for their present employers. All beer parlor employees shall be paid for Christmas Day and Good Friday at their regular rates of pay.

Minimum Wage rates: tapmen \$35 per week, waiters \$32 per week, extra men \$5.50 per day.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order

in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the repeal of one agreement, the correction of another and the amendment of twelve

others, all of which are noted below. Requests for the amendment of the agreements for the cloak and suit industry for the province and for building trades at Montreal were gazetted September 21. A request for a new agreement for retail stores at Granby was also published September 21. Requests for amendments to the agreements for building trades at St. John, the hardware and paint trade at Quebec, building trades at Montreal, garages and service stations at Montreal and tannery employees for the province were all gazetted September 28. Requests for the amendment of the agreements covering building trades at Quebec, the furniture industry for the province, barbers and hairdressers at St. Hyacinthe and at Hull and the embroidery industry at Montreal were published October 12.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties. An Order in Council was published repealing the constitution and by-laws and the levy by-law of a parity committee.

Manufacturing: Fur and Leather Products

FUR INDUSTRY, QUEBEC CITY

An Order in Council, dated September 25, and gazetted October 5, amends the previous Orders in Council for this industry (L.G., Nov., 1940, p. 1201; Dec., 1941, p. 1572; May, 1942, p. 630; Sept., 1943, p. 1253; May, 1944, p. 637; June, 1945, p. 873). The number of specified paid holidays is increased by the addition of Dominion Day, which, if worked, is to be paid for at double time. Minimum weekly wage rates: shop foreman \$44; cutter and tailor from \$27.50 for third class to \$41 for first class; pattern maker (male) \$47, (female) \$42; hide sorter \$26; blocker \$28.50; operator, first class \$21.50, second class \$19; female operator and finisher, first class \$21.50, second class \$19; apprentices (male) from \$8.50 per week during first year to \$22 per week during sixth year; apprentices (female) from \$8.50 per week during first year to \$13.50 per week during third year. Vacation: any employee having five or more years' continuous service with the same employer is to receive an additional week's vacation with pay consisting of 7 consecutive days to be taken between the first day of March of one year and the last day of February of the following year.

WHOLESALE FUR INDUSTRY, MONTREAL

An Order in Council, dated September 18, and gazetted September 28, amends the previous Orders in Council for this industry (L.G., Nov., 1944, p. 1368; April, 1945, p. 517, Aug., p. 1197, Oct., p. 1520; June, 1946, p. 783, Aug., p. 1092, Oct., p. 1444). Present agreement to remain in effect to April 30, 1948, and thereafter from year to year, subject to notice. Minimum weekly wage rates are as follows: cutters \$45 and \$53, operators (male) \$35 and \$45, operators (female) \$27 and \$33.50, finishers (male) \$33 and \$40, finishers

(female) \$26 and \$32, blockers and trimmers \$26 and \$35, apprentice-cutters \$35, trimmers, second class, female lining cutters \$30, examiners \$28 and \$38, female lining operators \$25, employees engaged in trimming and padding collars \$26, apprentices from \$12 during first 6 months to \$18 during fourth 6 months. Vacation: for the year 1947, any employee with 3 years' continuous employment with the same employer shall be entitled to a second week's vacation with pay.

Manufacturing: Textiles and Clothing

CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated October 3, and gazetted October 12, extends the term of the previous Orders in Council for this industry (L.G., July, 1943, p. 989; May, 1944, p. 637; Aug., 1946, p. 1093, Sept., p. 1249, and previous issues) to December 1, 1946.

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated September 18, and gazetted September 28, amends the previous Orders in Council for this industry (L.G., April, 1945, p. 517; May, 1946, p. 627, July, p. 930, Sept., p. 1249, and previous issues). Present agreement to remain in effect to July 31, 1947, and thereafter from year to year, subject to notice. Hours: 44 per week; however, in shops where the 40-hour week is in effect by special agreement, these hours may not be increased. Overtime: 2 hours' overtime shall be permitted on each of the first 4 working days of the week. In shops in which the 40-hour week is in force, the first hour of overtime each day is payable at regular rates. All other overtime is payable at time and one-half. All work is prohibited on Saturday, Sunday and during the lunch hour interval of each working day.

Minimum weekly wage rates for a 44-hour week: skilled cutters \$34.95 and \$25.45; spreaders, examiners \$12.97, drapers \$14.53, operators, sample makers \$15.05, finishers \$13.23, folders, pressers' assistants, general hands \$11.42, pressers (male) \$23.60, pressers (female) \$14.53. No piece work prices may be fixed which do not yield pay equal to the above minimum rates. A scale of minimum weekly rates higher than the above rates is included. This scale would come into effect on condition that similar minimum rates and hours be established by law for the same industry in the Province of Ontario. Apprentice-cutters are to be paid from \$7.27 per week during the first 6 months to \$25.45 per week at the end of 36 months. All other apprentices to be paid from \$7.27 per week during first 6 months to \$11.42 per week during fourth 6 months.

MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated September 18, and gazetted September 28, amends the previous Orders in Council for this industry (L.G., April, 1940, p. 389; Oct., 1941, p. 1314; April, 1943, p. 489; July, 1944, p. 867; Aug., 1945, p. 1197). Hours: from July 1, 1946, to December 31, 1946, 42 per week, 8½ per day from Monday to Friday; from January 1, 1947, to December 31, 1947, 40 per week, 8 per day from Monday to Friday. Overtime is limited to 10 hours per week and is pay-

able at regular rates. If necessary, employees shall be obliged to work 4 hours on Saturday morning which shall be part of the ten hours' overtime per week. No work is allowed on Saturday afternoon or Sunday.

EMBROIDERY INDUSTRY, MONTREAL

An Order in Council, dated October 3, and gazetted October 12, extends the term of the previous Orders in Council for this industry (L.G., Dec., 1944, p. 1514; Sept., 1946, p. 1249) to December 1, 1946.

Manufacturing: Pulp, Paper and Paper Products

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC

An Order in Council dated September 25, and gazetted October 5, amends the previous

Orders in Council for this industry (L.G., April, 1942, p. 483. Sept., p. 1097; Jan., 1943, p. 88, April, p. 490, Nov., p. 1529; Feb., 1944, p. 198, Sept., p. 1141; June, 1945, p. 873, Aug., p. 1198; April, 1946, p. 499, May, p. 628). Hours of work for all employees are reduced to 50 per week. Overtime and all work performed on Sundays and holidays is payable at time and one-half. The minimum hourly wage rates for both male and female employees are shown in the accompanying table. The minimum average wage for male employees is 55 cents per hour and for female employees 36 cents per hour. (For the first 3 months of employment, the minimum wages for male and female employees shall not be more than 5 cents below the rates listed in the table.) Vacation: one week of 50 hours with pay after one year's service.

MINIMUM HOURLY WAGE RATES IN CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC

Trades	Male	Female
Assistant Foreman.....	\$0.60	\$0.41
Corrugating Machine:		
Operator.....	0.75	
Assistant operator.....	0.65	
Slitter and knife operator.....	0.65	
Double backer.....	0.57½	
Tailor.....	0.52½	
Printer-Slotter Machine:		
Chief operator.....	0.70	
Operator.....	0.65	
Assistant operator.....	0.57½	
Tailor and feeder.....	0.52½	
Printing Press Machine:		
Operator.....	0.57½	
Tailor.....	0.52½	
Large Box Slotting Machine:		
Operator.....	0.60	0.44
Tailor.....	0.52½	0.36
Small Box Slotting Machine:		
Operator.....	0.57½	0.41
Tailor.....	0.52½	0.36
Box Slitting and Scoring Machine:		
(First Way)		
Operator.....	0.60	
Tailor.....	0.52½	
Sheet Slitting and Scoring Machine:		
(Miscellaneous)		
Operator.....	0.57½	0.41
Tailor.....	0.52½	0.36
Combination Partition Slitter-Slotter:		
Operator.....	0.60	0.44
Tailor.....	0.52½	0.36
Plain Partition Slotter:		
Operator.....	0.57½	0.41
Tailor.....	0.50	0.36
Flap Cutting Machine:		
Operator.....	0.57½	0.39
Tailor.....	0.52½	0.36
Taping Machine:		
Operator.....	0.60	
Helper.....	0.52½	
Tailor and Inspector.....	0.52½	0.39
Hand Taper:		
Operator.....	0.52½	0.39
Automatic Stitching Machine:		
Operator.....	0.52½	0.39
Manual Stitching Machine:		
Operator.....	0.52½	0.39
Die Press Machine:		
Operator.....	0.60	0.41
Stripper.....	0.52½	0.36
Corner Cutter-Knife-Punch-Up and Down:		
Slotter-Bar Scorer:		
Operator.....	0.57½	0.41
Feeder.....	0.52½	0.39
Band Saw:		
Operator.....	0.52½	0.39
Helper.....	0.50	0.34
S.F. Rewinder and Cutter:		
Operator.....	0.57½	0.41
Tailor.....	0.52½	0.36

MINIMUM HOURLY WAGE RATES IN CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC—*Concluded*

Trades	Male	Female
Starch Unit:		
Operator.....	0.60	
Silicate Unit:		
Operator.....	0.57½	
Waste Baling Press:		
Operator.....	0.52½	
Helper.....	0.50	
Roll Handling:		
Mechanical roll handler operator.....	0.60	
Chief roll handler.....	0.60	
Roll handler.....	0.52½	
Box Folding:		
Folder.....	0.50	0.36
Partition Assembly:		
Assembler.....		0.36
Tailor.....		0.36
Bundling and Tying:		
Tyer.....	0.52½	0.36
Shipping Department:		
Shipper.....	0.65	
Assistant shipper.....	0.57½	
Helper.....	0.52½	
Truck Driver.....	0.60	
Maintenance:		
Master Mechanic.....	0.75	
Tradesman.....	0.65	
Mechanic.....	0.57½	
Oiler and helper.....	0.52½	
Watchman.....	0.50	
Janitor.....	0.50	
Boiler Room:		
Stationary Engineman—		
2nd class.....	0.70	
Stationary Engineman—		
3rd class.....	0.60	
Stationary Engineman—		
4th class.....	0.52½	
General Labor:		
Non-classified.....	0.50	0.34

*Manufacturing: Metal Products*ORNAMENTAL IRON AND BRONZE INDUSTRY,
MONTREAL

An Order in Council, dated October 3, and gazetted October 12, extends the term of the previous Orders in Council for this industry (L.G., Oct., 1945, p. 1520; Oct., 1946, p. 1445) to December 1, 1946.

CLOCKMAKERS, MONTREAL

An Order in Council, dated October 3, and gazetted October 12, extends the term of the previous Orders in Council for this industry (L.G. Nov., 1943, p. 1530; Aug., 1944, p. 1007, Dec., p. 1515; May, 1946, p. 628, Sept., p. 1252, Oct., p. 1445) to October 9, 1947.

Construction

BUILDING TRADES, ST. HYACINTHE

A correction of an Order in Council relating to this industry (L.G., Oct., 1946, p. 1446) was published in the *Quebec Official Gazette* of September 21. This correction does not affect the summary already given.

BUILDING TRADES, ST. JEROME

An Order in Council, dated September 18, and gazetted September 28, amends the previous Orders in Council for this industry (L.G., Feb., 1943, p. 220, April, p. 490; Feb., 1945, p. 182, Oct., p. 1520, and previous issues). The United Brotherhood of Carpenters and Joiners of America, local 1001, of St. Thérèse de Blainville is accepted as co-contracting party.

Another Order in Council, dated September 25, and gazetted October 5, also amends the

previous Orders in Council for this industry. Territorial jurisdiction comprises the county of Terrebonne and is no longer divided into zones. The new minimum hourly wage rates are as follows: carpenter-joiner, millwright, weather-stripper, roofer (asbestos, slate, tile and composition), cement finisher, decorator, wall-paper hanger, sprayer, lather, sheet metal worker (shop or job), blacksmith, driller (Jack hammer man), steam, electric or gas mixer operator, engineman, steam, gasoline or electric shovels, stationary or portable boiler engineman 85 cents; tile setter, painter, glazier, floor finisher (shop or job), tinsmith-roofer, fireman (construction) 80 cents; plasterer, mason (including cutter on the job), bricklayer, electrical contractor (personal services) \$1.05; journeyman electrician, floor finisher (hand or machine) 90 cents; pipe mechanic, plumber and steamfitter — contractor (personal services) \$1.05, journeyman 90 cents, junior journeyman 80 cents; painter (structural iron) \$1; structural iron worker (all categories) \$1.11; boiler-maker, erector, steam generator mechanic and welder \$1.11, helper 84 cents; blacksmith, plasterer, bricklayer and mason's helper 65 cents; common labourer 60 cents; waterman 55 cents. Foremen supervising a shift of 4 or more men shall be paid 10 cents per hour more than the rates established for their trade. For the installation of portable tanks and boilers under 2 tons in weight, employees are to be paid 78 cents per hour. Workers installing stokers in furnaces with horizontal heating surface of 20 feet and less shall be paid 89 cents per hour and their helpers 67 cents per hour. With the exception of those mentioned above, the mini-

minimum wage rates for apprentices in trades requiring 4 years' apprenticeship are from 40 cents per hour during first year to 65 cents per hour in fourth year, for trades requiring 3 years' apprenticeship from 40 cents during first year to 55 cents during third year. However, the minimum wage rates for carpenters-joiners' apprentices are from 45 cents during first year to 70 cents during fourth year. For employees engaged in maintenance work, the minimum rates are \$30 per week for journeymen, \$15 for apprentices and \$22 for common labourers. Employers may deduct \$5 per month per room if maintenance man lodges in the establishment and a maximum of 35 cents per meal if he boards in the establishment.

Trade

TRADE AND OFFICE EMPLOYEES, ARVIDA, JONQUIERE AND ST. JOSEPH D'ALMA

An Order in Council, dated September 25, and gazetted October 5, amends the previous

Orders in Council for this industry (L.G., April, 1945, p. 518, Aug., p. 1199; July, 1946, p. 931). "L'Association des Marchands détaillants de St. Joseph d'Alma" is accepted as co-contracting party.

WHOLESALE TRADE, SHERBROOKE

An Order in Council, dated September 18, and gazetted October 5, repeals the Order in Council of June, 1945, relating to this industry. (L.G., Aug., 1945, p. 1198).

Service: Business and Personal

BARBERS AND HAIRDRESSERS, ROUYN AND NORANDA

An Order in Council, dated September 25, and gazetted October 5, amends the previous Orders in Council for this industry (L.G., April, 1942, p. 484, July, p. 857; June, 1944, p. 754, Sept., p. 1143) by providing for a reduction in the hours of work performed on Saturdays and days before holidays.

Fair Wage Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classes

of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are covered by the general provision that rates must equal those current in the district, and in addition, by the requirement that the rates must not be less than 35 cents an hour for male workers 18 years of age and over, 25 cents for female workers 18 years of age and over, and 20 cents for beginners and for workers under 18.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During September

During the month of September the Department of Labour prepared, on request, 35 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) Works of Construction, Remodelling, Repair or Demolition

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors for the payment of higher rates in any instance where such higher rates are fixed by provincial legislation or by direction of a War Labour Board".

National Harbours Board

Dredging deep water berths and centre of slips, Saint John Harbour, Saint John, N.B. Name of contractor, Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B. Date of contract, September 10, 1946. Amount of contract, schedule rates, approximately \$248,500. This contract contained both the "A2" Labour Conditions, applicable to dredging operations, and the "A1" Labour Conditions, applicable to building construction work, of which the following fair wages schedule formed a part:—

	Per Hour
Boatmen (rowboats)	\$.51
Electricians (inside wiremen) .....	.85
Labourers .....	.51
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Machinists .....	.85
Machinists' helpers .....	.56
Pipefitters (surface-temp. work) .....	.61
Plumbers and steamfitters .....	.90
Welders and burners:	
Acetylene or elec. ....	.80
Watchmen .....	.45

Department of Public Works

Repairs to armoury, Beauport, P.Q. Name of contractor, Emile Cote, Engr., Quebec, P.Q. Date of contract, September 17, 1946. Amount of contract, \$18,798.80. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers.....	\$1.00
Brick and hollow tile layers' helpers.....	.65
(mixing and tempering mortar)	

	Per Hour
Carpenters and joiners .....	.80
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or Elec. ....	.75
Drivers .....	.60
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.80
Labourers .....	.60
Motor truck drivers .....	.60
Motor truck driver and truck.....	1.60
Painters and glaziers .....	.75
Roofers:	
Metal .....	.80
Sheet metal workers .....	.80
Stonemasons	1.00
Stonemasons' helpers .....	.65
(mixing and tempering mortar)	
Watchmen .....	.55
Waxers and polishers (floor) .....	.70

Additions to heating system at the Veterans' Care Hospital, Saint John, N.B. Name of contractor, Messrs. W. E. Emerson and Sons, Limited, West Saint John, N.B. Date of contract, September 23, 1946. Amount of contract, \$6,350. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.70
Brick and hollow tile layers.....	1.21
Brick and hollow tile layers' helpers.....	.55
(mixing and tempering mortar)	
Carpenters and joiners .....	.88
Cement finishers	1.11
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.60
Drivers .....	.51
Driver, team and wagon .....	.85
Electricians (inside wiremen) .....	.85
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck.....	1.55
Painters and glaziers .....	.81
Plasterers	1.21
Plasterers' helpers .....	.55
(mixing and tempering material)	
Plumbers and steamfitters .....	.90
Roofers, felt and gravel: patent: comp.....	.55
Sheet metal workers.....	.76
Watchmen .....	.45

Installation of oil burning equipment in eight pavilions at the Diversional Occupation Centre, London, Ont. Name of contractor, Mr. Fred R. Hoffman, London, Ont. Date of contract, September 24, 1946. Amount of contract, \$5,912.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$1.20
Brick and hollow tile layers' helpers.....	.55
(mixing and tempering mortar)	
Drivers .....	.51
Driver, team and wagon .....	.90
Electricians (inside wiremen)	1.10
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55

	Per Hour
Painters and glaziers .....	.70
Plumbers and steamfitters'	1.06½
Watchmen .....	.46

Alterations to stable building at Rideau Hall, Ottawa, Ont. Name of contractor, Mr. H. Dagenais, Ottawa, Ont. Date of contract, September 12, 1946. Amount of contract, \$7,100. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$1.05
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen) .....	.96
Labourers .....	.61
Lathers:	
Metal	1.00
Wood .....	.99
Linoleum layers .....	.75
Motor truck drivers .....	.65
Motor truck driver and truck.....	1.65
Painters and glaziers .....	.86
Plasterers	1.16
Plasterers' helpers .....	.65
(mixing and tempering material)	
Plumbers and steamfitters	1.12
Watchmen .....	.56

Construction of an approach and float, Brunette River, New Westminster, B.C. Name of contractor, Fraser River Pile Driving Company, Limited, New Westminster, B.C. Date of contract, September 12, 1946. Amount of contract, approximately \$5,233.13. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foreman.....	\$1.37
Pile driver and derrick engineer.....	1.24
Pile driver and derrick men.....	1.12
Pile driver and derrick bridgemen.....	1.12
Pile driver and derrick boommen.....	1.12
Pile driver and derrick firemen.....	.80
Labourers .....	.65
Watchmen .....	.60

Reconstruction of wharf, Lockeport, N.S. Name of contractors, Messrs. A. J. Campbell, J. A. Campbell and Alex. J. McIsaac, Inverness, N.S. Date of contract, September 17, 1946. Amount of contract, approximately \$19,396.95. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboats) .....	.45
Divers (full day's pay allowed whether employed full or part time) per day	14.18
Divers' tenders (full day's pay allowed whether employed full or part time) per day	5.43

	Per Hour
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Engineers, operating, steam .....	.80
Engineers, crane (steam, gas., elec.) .....	.80
Firemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foremen .....	.85
Pile driver and derrick engineers .....	.75
Pile driver and derrick men (rigging, setting, signalling) .....	.60
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.50
Timbermen and cribmen (measuring, scribing, and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Construction of rock rip-rap bank protection works on Kirkland Island, Fraser River, B.C. Name of contractor, Messrs. Gilley Brothers, Limited, New Westminster, B.C. Date of contract, September 17, 1946. Amount of contract, approximately \$57,710. This contract contained both the "A2" Labour Conditions applicable to dredging operations, and the "A1" Labour Conditions applicable to building construction work, of which the following fair wages schedule formed a part:—

	Per Hour
Quarrymen	\$.81
Labourers:	
Common .....	.65
Experienced building .....	.71
Pile driver and derrick foremen	1.37
Pile driver and derrick engineers	1.24
Pile driver and derrick firemen .....	.80
Pile driver and derrick men (rigging, setting and signalling)	1.12
Pile driver and derrick bridgemen	1.12
Watchmen .....	.60

Extension to groyne at Griffith's Island, Grey County, Ont. Name of contractor, the McNamara Construction Company, Limited, Toronto, Ont. Date of contract, September 17, 1946. Amount of contract, approximately \$8,560. A fair wages schedule was included in the contract as follows:—

	Per Hour
Engineers, crane (steam, gas., elec.)	\$.85
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pile driver and derrick foremen	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Watchmen .....	.46

Alterations and addition to public building, Valleyfield, P.Q. Name of contractor, Alphonse Gratton Inc., Montreal, P.Q. Date of contract, September 17, 1946. Amount of contract, \$83,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.65
Blacksmiths .....	.80
Blacksmiths' helpers .....	.50
Brick and hollow tile layers .....	.85
Brick and hollow tile layers' helpers .....	.50
(mixing and tempering mortar)	
Carpenters and joiners .....	.65
Cement finishers .....	.60
Cement and concrete mixer operators:	
Steam .....	.70
Gas, or elec. ....	.55
Compressor operators (gas. or elec.) .....	.55
Drivers .....	.45
Driver, team and wagon .....	.70
Drill runners .....	.55
Electricians (inside wiremen) .....	.70
Elevator constructors	1.00
Elevator constructors' helpers .....	.70
Engineers on steel erection	1.00
Engineers, crane (steam, gas., elec.) .....	.75
Enginemn, stationary .....	.55
Hoist operators—tower (gas. or elec.) .....	.55
Labourers .....	.45
Lathers:	
Metal .....	.65
Wood .....	.60
Linoleum layers .....	.60
Marble setters .....	.85
Marble setters' helpers .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Ornamental iron workers .....	.90
Painters and glaziers .....	.65
Plasterers .....	.85
Plasterers' helpers .....	.50
(mixing and tempering material)	
Plumbers and steamfitters .....	.70
Riggers (general) .....	.60
Rodmen (reinforced steel) .....	.55
Roofers:	
Felt and gravel: patent: composition .....	.50
Sheet metal .....	.70
Sheet metal workers .....	.70
Shovel operators (gas.) .....	.95
Steam shovel engineer .....	.95
Steam shovel firemen .....	.65
Steam shovel oilers .....	.60
Stonecutters .....	.75
Stonemasons .....	.85
Stonemasons' helpers .....	.50
(mixing and tempering material)	
Structural steel workers	1.00
Terrazzo layers .....	.80
Terrazzo finishers and helpers .....	.65
Tile setters (asphalt) .....	.70
Tile setters' helpers (all men assigned to help tradesmen) .....	.50
Watchmen .....	.40
Waxers and polishers (floor) .....	.50
Welders and burners on steel erection	1.00

Replacement of steam boilers at Champlain Dry Dock, Lauzon, P.Q. Name of contractor, J. A. Y. Bouchard, Inc., Quebec, P.Q. Date of contract, September 17, 1946. Amount of contract, approximately \$477,600. A fair wages

schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.80
Blacksmiths .....	.80
Blacksmiths' helpers .....	.65
Boilermakers on construction or erection.....	1.00
Brick and hollow tile layers	1.00
Brick and hollow tile layers' helpers.....	.65
(mixing and tempering mortar)	
Carpenters and joiners .....	.80
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.75
Compressor operators (gas. or elec.).....	.75
Dragline operators (steam or gas.).....	.95
Dragline firemen .....	.70
Dragline oiler .....	.65
Driver .....	.60
Driver, team and wagon .....	.90
Drill runners .....	.80
Electricians (inside wiremen) .....	.80
Engineers, operating, steam .....	.80
Engineers on steel erection.....	1.00
Engineers, crane (steam, gas., elec.).....	.80
Enginemn, stationary .....	.65
Hoist operators—tower (gas. or elec.).....	.75
Labourers .....	.60
Lathers:	
Metal .....	.75
Motor truck drivers .....	.60
Motor truck driver and truck.....	1.60
Painters (spray) .....	.75
Painters and glaziers .....	.75
Pipefitters (surface—temp. work).....	.70
Pipe layers, caulkers and solderers.....	.65
Plasterers	1.00
Plasterers' helpers .....	.65
(mixing and tempering material)	
Plumbers and steamfitters .....	.80
Powdermen .....	.70
Pumpmen .....	.70
Riggers (general) .....	.70
Roofers:	
Felt and gravel: patent: composition.....	.65
Sheet metal .....	.80
Rodmen (reinforced steel) .....	.70
Sheet metal workers .....	.80
Steam shovel engineers .....	.95
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators—(gas.) .....	.95
Stonecutters .....	.80
Stonemasons	1.00
Stonemasons' helpers .....	.65
(mixing and tempering material)	
Structural steel workers.....	1.00
Terrazzo layers .....	.80
Terrazzo finishers and helpers.....	.70
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.70
Tile setters:	
Asphalt .....	.70
Ceramic .....	.85
Tile setters' helpers (all men assigned to help tradesmen) .....	.65
Tractor operators:	
Letourneau, etc. ....	.80
Small .....	.70
Truss assemblers and erectors (wood) .....	.70
Watchmen .....	.55
Waxers, sanders and polishers (floor) .....	.70
Welders and burners:	
Acetylene or elec. ....	.70
On steel erection	1.00

Reconstruction of wharf, Gibsons' Landing, B.C. Name of contractor, Mr. W. Greenlees, Vancouver, B.C. Date of contract, September 17, 1946. Amount of contract, approximately \$61,210. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foremen	\$1.35
Pile driver and derrick engineer	1.22½
Pile driver and derrick men (rigging, setting and signalling)	1.10
Pile driver and derrick boommen.....	1.10
Pile driver and derrick bridgemen.....	1.10
Pile driver and derrick firemen.....	.79
Carpenters	1.10
Labourers .....	.65
Watchmen .....	.60

Wharf extension and repairs, Cocagne Church, N.B. Name of contractor, Messrs. J. W. McMulkin and Son, Upper Gagetown, N.B. Date of contract, September 19, 1946. Amount of contract, approximately \$19,690. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmith's helpers .....	.50
Boatmen (rowboats) .....	.46
Compressor operators (gas. or elec.) .....	.55
Driver .....	.46
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Engineers, operating, steam .....	.75
Gas. engine runner .....	.55
Labourers .....	.46
Motor boat operator .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foremen.....	.80
Pile driver and derrick engineer.....	.70
Pile driver and derrick men (rigging, setting and signalling) .....	.60
Pile driver and derrick labourers .....	.50
Pile driver and derrick firemen.....	.55
Timbermen and cribmen (measuring, and scribing and by use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Harbour repairs and improvements, Sorel, P.Q. Name of contractor, Mr. Lucien Lachapelle, Sorel, P.Q. Date of contract, September 19, 1946. Amount of contract, unit prices—approximately \$28,116. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.55
Carpenters and joiners .....	.70
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.70
Gas. or elec. ....	.55
Compressor operators (gas. or elec.).....	.55
Drivers .....	.50
Driver, horse and cart .....	.65
Driver, team and wagon .....	.75
Drill runners .....	.55

	Per Hour
Enginemmen, stationary .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pipefitters (surface temp. work) .....	.60
Pipelayers, caulkers and solderers .....	.55
Powdermen .....	.55
Pumpmen .....	.55
Riggers (general) .....	.60
Rodmen, reinforced steel .....	.60
Road roller operators (steam or gas.) .....	.70
Steam shovel engineers .....	.95
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators (gas.) .....	.95
Tractor operators:	
Small .....	.55
Letourneau, etc. ....	.65
Watchmen .....	.40
Road grader operators:	
Horsedrawn .....	.50
Including team .....	.75
Gas. ....	.60

Construction of a nursing station for the Indian Health Services, Department of National Health and Welfare, Eskasoni, N.S. Name of contractor, Mr. M. R. Chappell, Sydney, N.S. Date of contract, September 12, 1946. Amount of contract, \$22,800 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$.85
Brick and hollow tile layers' helpers .....	.50
(mixing and tempering mortar)	
Carpenters and joiners .....	.65
Cement finishers .....	.65
Cement and concrete mixer operators:	
Steam .....	.70
Gas. or elec. ....	.55
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Electricians (inside wiremen) .....	.70
Labourers .....	.45
Linoleum layers .....	.55
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Painters and glaziers .....	.65
Plumbers and steamfitters .....	.70
Shinglers (wood, asbestos) .....	.65
Sheet metal workers .....	.70
Structural steel workers .....	.90
Watchmen .....	.40
Waxers and polishers (floor) .....	.50

Reconstruction of wharf, Rainy River, Ont. Name of contractors, Messrs. Macaw and Macdonald, Winnipeg, Man. Date of contract, September 23, 1946. Amount of contract, unit prices—approximate expenditure, \$25,008.20. A fair wages schedule was included in the contract as follows:—

	Per Hour
Boatmen (rowboats)	\$.51
Compressor operators (gas. or elec.) .....	.61
Divers (To be allowed full day's pay whether employed full or part time) per day	14.48

	Per Hour
Divers' tenders (To be allowed full day's pay whether employed full or part time) per day	5.48
Engineers, crane (steam, gas., elec.) .....	.85
Labourers .....	.51
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pile driver and derrick foreman	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Road grader operators:	
Gas. ....	.60
Shovel operators (gas.)	1.06
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Tractor operators:	
Small .....	.65
Watchmen .....	.46
Welders and burners:	
Acetylene or elec. ....	.80

Repairing existing roadways within the building area, Christie Street Hospital, Toronto, Ont. Name of contractor, Mr. W. G. Stephenson, Toronto, Ont. Date of contract, September 12, 1946. Amount of contract, \$9,597. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$1.20
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam	1.10
Gas. or elec.	1.10
Drivers .....	.62
Driver, team and wagon	1.12
Labourers .....	.62
Motor truck drivers .....	.62
Motor truck driver and truck	2.00

Interior painting, new section of the Customs Examining Warehouse, Youville Square, Montreal, P.Q. Name of contractors, Messrs. Lagendyk, Stack and Company, Montreal, P.Q. Date of contract, September 10, 1946. Amount of contract, \$13,500. A fair wages schedule was included in the contract as follows:—

	Per Hour
Drivers	\$.61
Driver, team and wagon	1.01
Labourers .....	.61
Motor truck drivers .....	.61
Motor truck driver and truck	1.61
Painters and glaziers .....	.86
Plasterers	1.06
Plasterers' helpers .....	.66
(mixing and tempering material)	

Construction of an extension to the wharf, North Bay, Ont. Name of contractors, Richardson Construction Company, Limited, Toronto, Ont. Date of contract, September 23, 1946.

Amount of contract, unit prices—approximate expenditure, \$44,921. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.66
Blacksmiths' helpers .....	.56
Carpenters and joiners .....	.90
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Labourers .....	.51
Motor truck drivers .....	.56
Motor truck driver and truck	1.56
Shovel operators (gas.)	1.06
Watchmen .....	.46

General repairs and interior painting, Federal Building, Vancouver, B.C. Name of contractors, Messrs. C. J. Seamer and Sons, Vancouver, B.C. Date of contract, September 12, 1946. Amount of contract, \$19,487. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$1.12
Drivers (teamster) .....	.65
Labourers .....	.65
Motor truck drivers (under 5 tons) .....	.66
Motor truck drivers (5 tons and over) .....	.75
Painters and glaziers .....	.97
Plasterers	1.22½
Plasterers' helpers .....	.81
(mixing and tempering material)	
Tile setters:	
Asphalt .....	.87
Tile setters' helpers (all men assigned to help tradesmen) .....	.81
Waxers and polishers (floor) .....	.71
Watchmen .....	.60

Wharf repairs and reconstruction, Mechins, Matane County, P.Q. Name of contractor, Leandre Thibault Enrg., Matane, P.Q. Date of contract, September 25, 1946. Amount of contract, unit prices—approximate expenditure, \$59,362.75. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboats) .....	.45
Compressor operators (gas. or elec.) .....	.55
Drill runners .....	.55
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.70
Engineers, operating, steam .....	.75
Firemen, stationary .....	.55
Labourers .....	.45
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

E. Phillips, Charlottetown, P.E.I. Date of contract, September 5, 1946. Amount of contract, unit prices—approximate expenditure \$8,094. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$.65
Labourers .....	.46
Roofers:	
Felt and gravel: patent: composition .....	.50

Construction of steel fenders, extension to walkway, and the countersinking of tie-rod ends on the Elevator Wharf and Old Canada Steamship Lines Wharf, Sorel, P.Q. Name of contractor, Mr. Lucien Lachapelle, Sorel, P.Q. Date of contract, September 19, 1946. Amount of contract, unit prices—approximate expenditure, \$9,490. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.50
Blacksmiths .....	.65
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Carpenters and joiners .....	.70
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.70
Gas. or elec. .....	.55
Compressor operators (gas. or elec.) .....	.55
Divers (To be allowed full day's pay whether employed full or part time) per day	14.40
Divers' tenders (To be allowed full day's pay whether employed full or part time) per day	5.40
Drivers .....	.50
Driver, team and wagon .....	.75
Drill runners .....	.55
Electricians (inside wiremen) .....	.70
Engineers, operating, steam .....	.80
Engineers on steel erection	1.00
Engineers, crane (steam, gas., elec.) .....	.75
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Painters (spray) .....	.75
Pipefitters (surface—temp. work) .....	.60
Plumbers and steamfitters .....	.70
Sheet metal workers .....	.70
Steam shovel engineers .....	.95
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators (gas.) .....	.95
Structural steel workers	1.00
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Tractor operators:	
Small .....	.55
Watchmen .....	.40
Welders and burners:	
Acetylene or elec. .....	.65
On steel erection	1.00

Alterations and additions to public building, Woodstock, Ont. Name of contractor, McKay-Cocker Construction Limited, London, Ont. Date of contract, September 9, 1946. Amount

Repairs to roof of the frost-proof warehouse, Souris, P.E.I. Name of contractor, Mr Harry

of contract, \$59,528 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.75
Blacksmiths .....	.75
Blacksmiths' helpers .....	.55
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers .....	.55
(mixing and tempering mortar)	
Carpenters and joiners .....	.95
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.65
Compressor operators (gas. or elec.) .....	.65
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Electricians (inside wiremen) .....	.81
Engineers, operating, steam .....	.81
Enginemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.51
Lathers:	
Metal .....	.80
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70
Painters and glaziers .....	.71
Plasterers	1.06
Plasterers' helpers .....	.56
(mixing and tempering material)	
Plumbers and steamfitters .....	.91
Rodmen (reinforced steel) .....	.56
Roofers:	
Felt and gravel: patent: composition .....	.55
Sheet metal .....	.76
Sheet metal workers .....	.76
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Structural steel workers .....	.96
Terrazzo layers .....	.96
Terrazzo finishers and helpers .....	.71
Tile setters:	
Asphalt .....	.75
Tile setters' helpers (all men assigned to help tradesmen) .....	.55
Watchmen .....	.46
Waxers and polishers (floor) .....	.55
Welders and burners:	
On steel erection .....	.96

Construction of driveway, footpath and drainage at Deer Lodge Hospital, Winnipeg, Man. Name of contractors, Nelson River Construction Limited, Winnipeg, Man. Date of contract, September 10, 1946. Amount of contract, \$12,147. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$1.05
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.95
Gas or elec. ....	.65
Drivers .....	.60
Driver, team and wagon	1.00
Labourers:	
Common .....	.58
Experienced building .....	.62½
Motor truck drivers .....	.65

	Per Hour
Motor truck driver and truck	1.65
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Gas. ....	.75
Road roller operator (steam or gas.) .....	.95
Steam shovel engineers	1.10
Steam shovel firemen .....	.70
Steam shovel oilers .....	.60
Shovel operators (gas.)	1.10
Tractor operators:	
Letourneau, etc. ....	.85
Small .....	.75
Watchmen .....	.53

Repairs to the concrete in the piers and flooring at the Little Chaudiere Dam, Lake Nipissing, Ont. Name of contractors, Intrusion Prepakt, Limited. Date of contract, September 18, 1946. Amount of contract, cost plus fee—approximate expenditure \$10,898. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.66
Blacksmiths' helpers .....	.56
Boatmen (rowboats) .....	.51
Carpenters and joiners .....	.90
Cement finishers .....	.71
Cement and concrete mixer operators:	
Gas. or elec. ....	.66
Compressor operators (gas. or elec.) .....	.66
Divers (To be allowed full day's pay whether employed full or part time) per day	14.48
Divers' tenders (To be allowed full day's pay whether employed full or part time) per day	5.48
Drill runners .....	.61
Hoist operators—tower (gas. or elec.) .....	.61
Labourers .....	.51
Motor boat operators .....	.56
Motor truck drivers .....	.56
Motor truck driver and truck	1.56
Powdermen .....	.56
Pile driver and derrick foremen	1.01
Pile driver and derrick engineers .....	.91
Pile driver and derrickmen (rigging, setting and signalling) .....	.66
Pile driver and derrick firemen .....	.61
Pile driver and derrick labourers .....	.56
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Watchmen .....	.46

Department of Reconstruction and Supply

Alterations to buildings Nos. 4, 8, 9, 16 and 17, No. 2 Air Command Headquarters, Stevenson Field, Winnipeg, Man. Name of contractor, Peter Leitch Construction Limited, Winnipeg, Man. Date of contract, September 13, 1946. Amount of contract, \$128,696. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.80
Blacksmiths' helpers .....	.68
Brick and hollow tile layers	1.35
Brick and hollow tile layers' helpers .....	.73
(mixing and tempering mortar)	

	Per Hour		Per Hour
Carpenters and joiners	1.15	Electricians (inside wiremen)	1.18½
Cement finishers .....	.80	Labourers:	
Cement and concrete mixer operators:		Common .....	.65
Steam .....	.80	Experienced building .....	.71
Gas. or elec. ....	.70	Linoleum layers .....	.81
Compressor operators (gas. or elec.) .....	.70	Motor boat operators .....	.71
Drivers .....	.60	Motor truck drivers:	
Driver, team and wagon	1.00	Under 5 tons .....	.66
Drill runners .....	.70	5 tons and over .....	.75
Electricians (inside wiremen)	1.15	Painters (spray)	1.05
Engineers, operating, steam:		Painters and glaziers .....	.96
Single or double drums	1.15	Pipefitters (surface—temp. work) .....	.76
Three or more drums	1.20	Pipe layers, caulkers and solderers .....	.76
Engineers on steel erection	1.20	Plumbers and steamfitters	1.19
Engineers, crane (steam, gas., elec.)	1.20	Plumbers and steamfitters' helpers.....	.69
Enginemen, stationary .....	.80	(all men assigned to help tradesmen)	
Hoist operators—tower (gas. or elec.).....	.70	Powdermen .....	.96
Labourers:		Riggers (general) .....	.81
Skilled .....	.68	Road grader operators:	
Common .....	.60	Gas.	1.06
Motor truck drivers .....	.70	Road roller operators (steam or gas.)	1.00
Motor truck driver and truck	1.70	Roofers:	
Ornamental iron workers	1.10	Felt and gravel: patent: composition.....	.75
Painters (spray)	1.00	Sheet metal	1.18
Painters and glaziers	1.00	Rodmen (reinforced steel) .....	.81
Plasterers	1.35	Sheet metal workers	1.18
Plasterers' helpers .....	.73	Shinglers (wood, asbestos)	1.10
(mixing and tempering material)		Steam shovel engineers	1.22½
Plumbers and steamfitters	1.25	Steam shovel cranemen	1.22½
Plumbers and steamfitters' helpers.....	.73	Steam shovel firemen .....	.79
(all men assigned to help tradesmen)		Steam shovel oilers .....	.79
Riggers (general) .....	.80	Shovel operators (gas.)	1.22½
Rodmen (reinforced steel) .....	.68	Tile setters:	
Roofers:		Asphalt .....	.87
Felt and gravel: patent: composition.....	.75	Tile setters' helpers .....	.81
Sheet metal .....	.90	(all men assigned to help tradesmen)	
Sheet metal workers .....	.90	Tractor operators:	
Shinglers (wood, asbestos) .....	.95	Létrouneau, etc.	1.05
Steam shovel engineers	1.20	Small .....	.80
Steam shovel firemen .....	.80	Watchmen .....	.60
Steam shovel oilers .....	.65	Waxers and polishers (floor) .....	.71
Shovel operators (gas.)	1.20		
Structural steel workers	1.10		
Watchmen .....	.55		
Welders and burners:			
On steel erection	1.05		

Construction of a W/T Station, Spring Island, B.C., for the Department of National Defence, Navy. Name of contractor, Marwell Construction Company, Limited, Vancouver, B.C. Date of contract, September 13, 1946. Amount of contract, \$45,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers.....	\$1.06
Asphalt rakers .....	.81
Asphalt tampers, smoothers and spreaders.....	.71
Brick and hollow tile layers	1.25½
Brick and hollow tile layers' helpers.....	.81
(mixing and tempering mortar)	
Carpenters and joiners	1.10
Cement finishers	1.00
Cement and concrete mixer operators:	
Steam	1.00
Gas. or elec. ....	.81
Compressor operators (gas. or elec.).....	.81
Dragline operators (steam or gas.)	1.22½
Dragline firemen .....	.79
Dragline oilers .....	.79
Drivers (teamsters) .....	.65
Drill runners .....	.81

Construction of a new drainage system, repairs to existing drainage, and new outfall flume, R.C.A.F. Station, Rockcliffe (Ottawa), Ont. Name of contractors, Messrs. McLaughlin Brothers, Ottawa, Ont. Date of contract, September 18, 1946. Amount of contract, \$30,315. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders.....	.65
Blacksmiths .....	.86
Blacksmiths' helpers .....	.65
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.).....	.70
Driver .....	.61
Driver, team and wagon .....	.95
Labourers .....	.61
Motor truck driver .....	.65
Motor truck driver and truck	1.65
Plumbers and steamfitters	1.12
Dragline operators (steam or gas.).....	1.06
Dragline firemen .....	.75
Dragline oilers .....	.65
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Road roller operators (steam or gas.) .....	.85

	Per Hour
Steam shovel engineers	1.06
Steam shovel firemen .....	.75
Steam shovel oilers .....	.65
Watchmen .....	.56

Department of Transport

Additional drainage construction at Calgary Airport, Calgary, Alta. Name of contractors, Dutton Brothers and Company, Calgary, Alta. Date of contract, September 3, 1946. Amount of contract, \$27,200. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt workers	\$.65
Carpenters and joiners	1.03
Cement finishers	1.03
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.17½
Dragline firemen .....	.70
Dragline oilers .....	.70
Drivers (teamsters) .....	.60
Driver, team and wagon .....	.90
Drill runners .....	.70
Engineers, operating, steam:	
Single drum	1.00
Two or more drums	1.15
Enginemmen, stationary .....	.70
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Road grader operators:	
Horsedrawn .....	.65
Including team .....	.95
Gas. ....	.85
Road roller operators (steam or gas.) .....	.95
Tractor operators:	
Letourneau, etc. ....	.95
Small .....	.80
Watchmen	per week 25.00

Construction of runway extension, Windsor Airport, Windsor, Ont. Name of contractors, the Sterling Construction Company, Limited, Windsor, Ont. Date of contract, August 26, 1946. Amount of contract, \$115,867.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.80
Asphalt tampers, smoothers and spreaders .....	.75
Carpenters and joiners	1.23
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.90
Gas. or elec. ....	.75
Dragline operators (steam or gas.)	1.06
Dragline firemen .....	.80
Dragline oilers .....	.75
Engineers, operating, steam	1.00
Enginemmen, stationary .....	.75
Labourers .....	.71
Motor truck drivers .....	.71
Motor truck driver and truck	1.70
Road grader operators:	
Horsedrawn .....	.75
Including team	1.05
Gas. ....	.80

	Per Hour
Road roller operators (steam or gas.) .....	.90
Steam shovel engineers	1.06
Steam shovel firemen .....	.80
Steam shovel oilers .....	.75
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc. ....	.90
Small .....	.80
Watchmen .....	.57

Construction of sewerage works, Grande Prairie, Alta. Name of contractors, Western Construction and Lumber Company, Limited, Edmonton, Alta. Date of contract, September 11, 1946. Amount of contract, \$10,182.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$1.10
Cement finishers	1.00
Cement and concrete mixer operators:	
Steam .....	.95
Gas. or elec. ....	.75
Compressor operators (gas. or elec.) .....	.80
Drivers .....	.60
Electricians (inside wiremen)	1.15
Engineers, crane (steam, gas., elec.)	1.05
Labourers .....	.65
Machinists .....	.90
Machinists' helpers .....	.72
Motor truck drivers (under 5 tons) .....	.65
Motor truck drivers (5 tons and over) .....	.75
Motor truck driver and truck	2.05
Painters and glaziers	1.00
Pipe fitters .....	.76
Pipe layers, caulkers and solderers .....	.76
Plumbers and steamfitters	1.20
Plumbers and steamfitters' helpers .....	.66
Pumpmen .....	.80
Road grader operators:	
Horsedrawn .....	.60
Including team .....	.85
Gas. ....	.85
Shinglers (wood, asbestos)	1.03
Rodmen, (reinforced steel) .....	.80
Steam shovel engineers	1.17½
Steam shovel cranesmen	1.05
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.17½
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.75
Tractor operators:	
Small .....	.80
Letourneau, etc. ....	.95
Watchmen	per week 25.00

Reconstruction of the elevator dock, New Westminster, B.C. Name of contractors, the British Columbia Bridge and Dredging Company, Limited, Vancouver, B.C. Date of contract, September 11, 1946. Amount of contract, \$119,742. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$1.00
Blacksmiths' helpers .....	.81
Boatmen (rowboats) .....	.71
Carpenters and joiners	1.12
Cement finishers	1.02

	Per Hour		Per Hour
Cement and concrete mixer operators:		Enginemen, stationary	.66
Steam	1.02	Hoist operators—tower (gas. or elec.)	.66
Gas. or elec.	.81	Labourers	.51
Compressor operators (gas. or elec.)	.81	Lathers:	
Divers (To be allowed full day's pay whether employed full or part time) per day	20.92	Metal	.85
Divers' tenders (To be allowed full day's pay whether employed full or part time) per day	7.92	Wood	.80
Drivers (teamsters)	.65	Motor truck drivers	.56
Drill runners	.81	Motor truck driver and truck	1.56
Electricians (inside wiremen)	1.19	Ornamental iron workers	.75
Engineers, operating, steam:		Painters (spray)	.86
Single or double drums	1.12	Painters and glaziers	.76
Three or more drums	1.24	Pipefitters (surface—temp. work)	.66
Engineers, crane (steam, gas., elec.)	1.24	Pipe layers, caulkers and solderers	.66
Enginemen, stationary	.80	Plasterers	1.06
Hoist operators—tower (gas. or elec.):		Plasterers' helpers	.56
Under 12 H.P.	.81	(mixing and tempering material)	
12 H.P. and over	1.12	Plumbers and steamfitters	1.06
Labourers	.65	Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	.56
Motor boat operators	.71	Riggers (general)	.71
Motor truck drivers:		Road grader operators:	
Under 5 tons	.66	Horsedrawn	.56
5 tons and over	.75	Including team	.91
Pipefitters (surface—temp. work)	.77	Gas.	.71
Pipe layers, caulkers and solderers	.77	Road roller operators (steam or gas.)	.81
Plumbers and steamfitters	1.19	Rodmen (reinforced steel)	.61
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	.69	Roofers:	
Steam shovel engineers	1.24	Felt and gravel: patent: composition	.61
Steam shovel cranemen	1.24	Sheet metal	.81
Steam shovel firemen	.80	Sheet metal workers	.81
Steam shovel oilers	.80	Shinglers (wood, asbestos)	.96
Shovel operators (gas.)	1.24	Steam shovel engineers	1.10
Tractor operators:		Steam shovel firemen	.66
Letourneau, etc.	1.06	Steam shovel oilers	.56
Small	.81	Shovel operators (gas.)	1.10
Watchmen	.60	Tractor operators:	
Wharf and dock builders	1.12	Letourneau, etc.	.80
		Small	.70
		Watchmen	.45
		Welders and burners:	
		Acetylene or elec.	.80

WARTIME HOUSING LIMITED

Construction of houses and underground services, Saskatoon, Sask. Name of contractor, Piggott Construction Company, Saskatoon, Sask. Date of contract, September 4, 1946. Amount of contract, \$4,162. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.85
Asphalt finishers	.69
Asphalt rakers	.66
Asphalt tampers, smoothers and spreaders	.56
Blacksmiths	.75
Blacksmiths' helpers	.56
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar)	.56
Carpenters and joiners	.96
Cement finishers	.71
Cement and concrete mixer operators:	
Steam	.81
Gas. or elec.	.61
Compressor operators (gas. or elec.)	.61
Dragline operators (steam or gas.)	1.10
Dragline firemen	.66
Dragline oilers	.56
Drivers	.51
Driver, team and wagon	.86
Drill runners	.61
Electricians (inside wiremen)	.86
Engineers, operating, steam	.80
Engineers, crane (steam, gas. or elec.)	.96

Construction of houses and underground services, Montreal East, P.Q. Name of contractors, J. L. E. Price and Company, Montreal, P.Q. Date of contract, September 28, 1946. Amount of contract, \$300,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.78
Asphalt tampers, smoothers and spreaders	.73
Blacksmiths	.90
Blacksmiths' helpers	.73
Brick and hollow tile layers	1.17
Brick and hollow tile layers' helpers (mixing and tempering mortar)	.73
Carpenters and joiners	1.06
Cement finishers	.89
Cement and concrete mixer operators:	
Steam	.89
Gas. or elec.	.84
Compressor operators (gas. or elec.)	.84
Dragline operators (steam or gas.)	1.28
Dragline firemen	.78
Dragline oilers	.73
Drivers	.67
Driver, team and wagon	1.07
Drill runners	.78
Electricians (inside wiremen)	1.11
Engineers, operating, steam	1.00
Enginemen, stationary	.78
Labourers	.67

	Per Hour		Per Hour
Lathers:		Pipefitters (surface-temp. work)	.65
Metal	1.06	Pipe layers, caulkers and solderers	.60
Wood	.95	Plasterers	1.05
Motor truck drivers	.67	Plasterers' helpers	.55
Motor truck driver and truck	1.67	(mixing and tempering material)	
Ornamental iron workers	.90	Plumbers and steamfitters	.90
Painters (spray)	1.00	Riggers (general)	.65
Painters and glaziers	.95	Road grader operators:	
Pipefitters (surface-temp. work)	.78	Horsedrawn	.55
Pipelayers, caulkers and solderers	.73	Including team	.80
Plasterers	1.17	Gas.	.65
Plasterers' helpers	.73	Road roller operators (steam or gas.)	.75
(mixing and tempering material)		Rodmen (reinforced steel)	.60
Plumbers and steamfitters	1.11	Roofers:	
Riggers (general)	.78	Felt and gravel: patent: composition	.55
Road grader operators:		Sheet metal	.75
Horsedrawn	.73	Sheet metal workers	.75
Including team	1.07	Shinglers (wood, asbestos)	.75
Gas.	.84	Steam shovel engineers	1.06
Road roller operators (steam or gas.)	.95	Steam shovel firemen	.65
Rodmen, reinforced steel	.84	Steam shovel oilers	.60
Roofers:		Shovel operators (gas.)	1.06
Felt and gravel: patent: composition	.78	Tractor operators:	
Sheet metal	1.06	Letourneau, etc.	.92
Sheet metal workers	1.06	Small	.77
Shinglers (wood, asbestos)	1.06	Watchmen	.62
Steam shovel engineers	1.28	Welders and burners (acetylene or elec.)	1.00
Steam shovel firemen	.78		
Steam shovel oilers	.73		
Shovel operators (gas.)	1.28		
Tractor operators:			
Letourneau, etc.	.92		
Small	.77		
Watchmen	.62		
Welders and burners (acetylene or elec.)	1.00		

Construction of houses and underground services, Moncton, N.B. Name of contractor, Parsons Construction Company, Moncton, N.B. Date of contract, September 24, 1946. Amount of contract, \$303,000. A fair wages schedule was included in the contract as follows:—

	Per Hour		Per Hour
Asphalt rakers	\$.65	Asbestos insulation workers	\$1.00
Asphalt tampers, smoothers and spreaders	.55	Asphalters	.70
Brick and hollow tile layers	1.05	Brick and hollow tile layers	1.35
Brick and hollow tile layers' helpers	.55	Brick and hollow tile layers' helpers	.73
(mixing and tempering mortar)		(mixing and tempering mortar)	
Carpenters and joiners	.75	Carpenters and joiners	1.15
Cement finishers	.75	Cement finishers	.80
Cement and concrete mixer operators:		Cement and concrete mixer operators:	
Steam	.75	Steam	.80
Gas. or elec.	.60	Gas. or elec.	.70
Compressor operator (gas. or elec.)	.80	Compressor operators (gas. or elec.)	.70
Dragline operators (steam or gas.)	1.06	Dragline operators (steam or gas.)	1.20
Dragline firemen	.65	Dragline firemen	.80
Dragline oilers	.60	Dragline oilers	.65
Drivers	.50	Drivers	.60
Driver, team and wagon	.80	Driver, team and wagon	1.00
Drill runners	.60	Drill runners	.70
Electricians (inside wiremen)	.81	Electricians (inside wiremen)	1.15
Engineers, operating steam	.75	Engineers, operating steam:	
Engineers, crane (steam, gas. or elec.)	.75	Single or double drums	1.15
Enginemen, stationary	.60	Three or more drums	1.20
Hoist operators—tower (gas. or elec.)	.60	Engineers, crane (steam, gas. elec.)	1.20
Labourers	.50	Enginemen, stationary	.80
Lathers:		Hoist operators—tower (gas. or elec.)	.70
Metal	.70	Labourers:	
Wood	.65	Common	.60
Motor truck drivers	.55	Experienced building	.68
Motor truck driver and truck	1.55	Lathers:	
Ornamental iron workers	.70	Metal	1.00
Painters (spray)	.75	Wood	1.00
Painters and glaziers	.70		

	Per Hour
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Ornamental iron workers	1.10
Painters (spray)	1.00
Painters and glaziers	1.00
Pipefitters (surface-temp. work) .....	.80
Pipelayers, caulkers and solderers .....	.80
Plasterers	1.35
Plasterers' helpers .....	.73
(mixing and tempering material)	
Plumbers and steamfitters	1.25
Plumbers and steamfitters' helpers .....	.73
(all men assigned to help tradesmen)	
Riggers (general) .....	.80
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Gas. ....	.80
Road roller operators (steam or gas.)	1.05
Rodmen (reinforced steel) .....	.68
Roofers:	
Felt and gravel: patent: composition .....	.75
Sheet metal .....	.80

(2) Dredging Work

Note: The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current

or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

Department of Public Works

Dredging work, Thames River, Ont. Name of contractors, The Chatham Dredging and General Contracting Company, Limited, Chatham, Ont. Date of contract, September 17, 1946. Amount of contract, approximately \$61,535.

Dredging work, Collingwood, Ont. Name of contractors, Consolidated Dredging Limited, Toronto, Ont. Date of contract, September 17, 1946. Amount of contract, \$25,881.

CONTRACTS FOR THE MANUFACTURE OF SUPPLIES AND EQUIPMENT

Department	No. of Contracts	Aggregate Amount \$
Post Office	10	34,341.72
Reconstruction and Supply	3,911	4,373,521.00
Royal Canadian Mounted Police ..	1	9,000.00

Canadian Vocational Training

Conference of Vocational Training Advisory Council

THE seventh meeting of the Vocational Training Advisory Council was held in Room 262, Centre Block, Parliament Buildings, Ottawa, October 21-23, 1946. Dr. G. Fred McNally, Chancellor, University of Alberta, Chairman of the Advisory Council, presided. Other members of the Council present were:—

Dr. Jean Bruchesi, Deputy Provincial Secretary, Quebec; Lt.-Col. F. T. Fairey, Deputy Minister of Education, British Columbia; Mr. N. C. MacKay, Director of Extension, Department of Agriculture, Manitoba; Dr. Fletcher Peacock, Director of Educational Services, New Brunswick; Dr. F. H. Sexton, Director of Technical Education, Nova Scotia; Mr. J. G. Herwig, General Secretary, The Canadian Legion of the B.E.S.L., Ottawa; Mr. D. S. Lyons, Vice-President, International Association of Machinists, Montreal; Mr. C. B. C. Scott, Personnel Manager, Massey-Harris Company, Toronto; Mrs. E. D. Hardy, Vice-President, International Council of Women, Ottawa, and Mr. R. Seasons of the W. G. Edge Company, Ottawa. Mr. L. S. Beattie, Director of Vocational Education, Ontario, represented Mr. F. S. Rutherford, Deputy Minister of Education.

In addition, the following Regional Directors of Vocational Education attended the conference:—

Mr. L. W. Shaw, Prince Edward Island; Mr. J. W. McNutt, New Brunswick; Mr. H. H. Kerr, Ontario; Colonel J. Neish, Manitoba; Mr. W. A. Ross, Saskatchewan; Mr. J. H. Ross, Alberta; Mr. Henry Hill, British Columbia.

Other officials in attendance were:—

Mr. R. F. Thompson, Director of Training, Department of Labour, Brig. J. Lyon, Assistant Director of Training (Secretary); Miss M. M. Graham, Supervisor, Women's Training, Department of Labour, and representatives of the Department of Veterans Affairs and the Unemployment Insurance Commission.

In opening the Conference, Dr. McNally sketched briefly the vocational training policy and procedure since the Council held its previous meeting in January, 1946. (LG., Feb., 1946, p. 192.)

Deputy Minister's Address

Dr. Arthur MacNamara, Deputy Minister of Labour, welcomed the members on behalf of the Minister of Labour, Honourable Humphrey Mitchell, who was unable to be present. Viewing the year's work of the Vocational Training Branch in retrospect, he said that in spite of difficulties it had handled successfully the task it had been given. He pointed out that in September, 35,800 were undergoing vocational training "which is no mean accomplishment", when it is recalled that the organization had facilities at the beginning of the year for training only about 20,000. Turning to financial aspects of the work, Dr. MacNamara said that Parliament had voted \$12,300,000 but the cost would exceed that amount. He expressed appreciation and thanks "for the very splendid co-operation we have had from the provinces, from the Director, Mr. R. F. Thompson and from the members of the Council". He anticipated that the training of veterans would probably be about completed in another year and the C.V.T. Branch "could then swing the organization into the training of civilians many of whom had been in war work." He urged that this changeover should be planned for carefully. Plans should be co-ordinated with those of the provinces and also with the employment service, "to the extent that we can tell what types of occupations for which to provide training."

Director's Report

Mr. R. F. Thompson, Director of the Vocational Training Branch, in his report stated that "the same general plan of decentralized administration that has been in operation, has been continued, with the Department of Labour working through, and in co-operation with, the provincial governments—mainly with the provincial Departments of Education and Labour."

Continuing, he pointed out that the Re-establishment Training Agreement comprised two schedules—schedule "L" for the training of veterans and schedule "M" for the training of civilians released from gainful employment. The agreement itself, effective from April 1,

1946, for a three-year period, had, at the time of the Conference, been signed by all the provinces, except Quebec, with respect to schedule "L". Schedule "M" of the agreement had only been approved by the provinces of Nova Scotia, New Brunswick, Saskatchewan, Alberta and British Columbia.

The Youth Training Agreement, effective for a three-year period from April 1, 1946, was in operation in all of the provinces. In addition to the regular youth training projects, it included provision for the continuation of supervisory or foremanship training in Quebec, Ontario, Alberta and British Columbia.

The Apprenticeship Agreement, effective for a ten-year period from April 1, 1944, was operating in all provinces except Quebec and Prince Edward Island.

The Vocational Schools Assistance Agreement, effective for a ten-year period from April 1, 1945 was operating in all the provinces.

The War Emergency Training Agreement, and the special Dominion fund for assistance to students and to the Universities in meeting the cost of accelerated courses in medicine and dentistry, had expired on March 31, 1946.

Training of Former Members of Armed Forces.—Mr. Thompson drew attention to the rapid increase in recent months, in the numbers enrolled and in the types of training provided in this category. On January 1, 1946, there were 20,166 veterans under training. On September 1 there were 36,476. In the early months of the year a critical situation had arisen owing to the rapid increase in the number of applicants for training, Mr. Thompson said. This had made it imperative to provide additional training facilities throughout the country. It was accomplished without undue delay except in one or two specialized trades, in spite of the difficulties encountered in finding buildings and equipment and in making necessary alterations. In some instances too, it devolved upon C.V.T. to provide students with accommodation for board and lodging.

Training Facilities.—By September, 1946, C.V.T. centres had a potential capacity of over 23,000 for vocational classes, over 4,000 for commercial classes and about 13,000 for pre-matriculation classes, apart from training on the job and training in privately owned schools, Mr. Thompson said. During the year, C.V.T. had made use of approximately 106 private trade schools, 200 private business colleges, 48 municipal or provincial schools and 68 special C.V.T. centres. These special C.V.T. centres provide training for roughly 100 different occupations. Attention was

drawn to the fact that C.V.T. publicly owned schools have been made available in Canada for the first time in a number of occupations, including barbering, watch repairing, jewellery repairing, photography, radio broadcasting, upholstering and hotel and restaurant trades.

Training on the Job.—By means of an extensive campaign of publicity special efforts were made last spring to promote training on the job. The object was two-fold: (1) to open up a wider range of training opportunities to veterans and (2) to relieve the strain on some of C.V.T.'s training facilities. Those efforts were "most successful and a substantial increase has been recorded in the numbers training-on-the-job", Mr. Thompson said. Concern has been felt, however, both by the Department of Veterans Affairs and by C.V.T., over the large number of training-on-the-job contracts which cover periods in excess of 12 months. These number roughly 30 per cent of the total. In order to check unwise provision for long-term contracts, except in designated trades requiring more than 12 months subsidized training, cases must be reviewed by responsible officers of D.V.A. and C.V.T. before recognition can be given.

Training Civilian Workers.—Mr. Thompson reported that training of civilian workers had been agreed to only by provinces of Nova Scotia, New Brunswick, Saskatchewan, Alberta and British Columbia. He stated that the other provinces felt that the present was not an opportune time to inaugurate such work, especially as the training of discharged members of the Armed Forces was placing considerable strain on available training facilities. It was pointed out that eligibility for civilian training was not confined to workers from war industries, or to workers in receipt of unemployment insurance benefit. However, those who apply must have been gainfully employed and released from such employment and they must be over 16 years of age. The cost of capital equipment for training was being shared on a 50-50 basis between the Dominion and the province concerned. The cost of training allowances was borne solely by the Dominion while other approved costs were paid, 60 per cent by the Dominion and 40 per cent by the province.

Apprentice Training.—Every province except Prince Edward Island has a provincial Apprenticeship Act and Mr. Thompson reported a great increase in the number of apprentices registered, notably in the construction industry. Class training, either full-time or part time was provided for practically all apprentices in designated trades and steps were being taken to provide a greater

measure of uniformity in training among the several provinces.

Youth Training.—It was indicated by the Director that schedules embodying various youth training projects had been agreed upon in all the provinces for the current fiscal year. For the most part these comprise training classes for rural young people, assistance to university students and to nurses-in-training.

C.V.T. Women's Survey

There were at the end of September, 1946, approximately 1,000 women still in the Armed Services. This figure indicated that some 44,000 of the Service women were now veterans. Of these, 6,811 have enrolled under the C.V.T. program between April 1, 1945 and September 30, 1946, divided as follows: training-on-the-job, 361; training in school, 5,682; pre-matriculation or correspondence, 768. By the end of September, 2,178 women had graduated and have been placed in employment. Another 1,580 had discontinued training for a variety of reasons, some of them personal and others because of changes in circumstances. The remainder, 3,053 women were engaged in Canadian Vocational Training at September 30, 1946. Of the total number of women discharged

up to that time, roughly 15½ per cent had received C.V.T. training. About 88 per cent of those taking the C.V.T. training had selected one of the following four courses: commercial, 46 per cent; hairdressing, 16 per cent; dressmaking, 14 per cent, and pre-matriculation, 11 per cent. Courses in practical nursing were popular also, there being 159 in training at September 30. All the provinces, with the exception of Quebec, had set up courses approved by the provincial Registered Nurses' Associations.

Progress had been made by the half dozen Home Service Training Centres, but the enrolments had been relatively small. The demand for domestic help in the interval between November, 1945 and March, 1946, was approximately 5,000. To meet this there had been about 700 applicants. It was felt that until some of the principal drawbacks to domestic employment had been removed, the demand for training in such occupations will "be stalemated".

It was reported that many interesting positions had resulted from training-on-the-job organization. Among 35 different trades for which women were being trained, were: moulding, glazing, and painting employment at the Royal Petrick factory at Woodstock; journalists; dental technicians; fur finishers; poultry farmers; floral designers; equitation, and jewellery manufacturing.

Conference of Regional Directors

The seventh conference of the Regional Directors was held in Room 262, Centre Block, Parliament Buildings, Ottawa, on October 23, 1946. All the Regional Directors were present. Among others who attended were:—

Mr. R. F. Thompson, Director of Vocational Training, Department of Labour (Chairman), Dr. G. F. McNally, Chairman of the Advisory Committee on Vocational Training; Lt.-Col. F. T. Fairey, Deputy Minister of Education, Victoria, B.C.; Mr. A. W. Crawford, Director of Training, D.V.A.; Mr. H. W. Jamieson, Superintendent of Educational Training, D.V.A.; Mr. B. G. Pentland, Assistant Superintendent of Vocational Training, D.V.A.; Mr. W. K. Tibert, Director of Vocational Education, Fredericton, N.B.; Major L. Brown, Superintendent of Rehabilitation Training, C.V.T., Quebec; Mr. E. N. Mitchell, Vocational Training Division, U.I.C.; Mr. W. J. Gough, Procurement Officer, C.V.T., Ottawa; Brig. J. E. Lyon, Assistant Director of Training, Department of Labour; Miss Marion Graham, Supervisor of Women's Training, Department of Labour (Secretary).

The Conference discussed at some length the problems of accommodation and facilities for training. It was reported that "it might soon be necessary to reduce the accommodation and scale down the classes". Some of the smaller centres would be discontinued first, unless they were schools of a special nature. Other schools would close because of staff shortages and in some instances because the leases for the buildings would terminate. As this might result in complications in the way of transferring trainees and in the matter of local opposition to closing certain schools, it was stated by the Chairman that C.V.T. and D.V.A. would co-operate and provide any needed head-office support to the decisions of the Regional and local officials in such instances.

The creation and allocation of quotas, of admissions in the several regions was discussed in some detail in their application to admissions for a few specific trades, such as jewellery repairing, watch repairing, photography, cooking and baking, barbering, and air conditioning and refrigeration. The Chairman suggested by way of illustration, quotas for certain trades applicable to the several

regions. By this means it was intended that by mutual agreement the available equipment could be used to the best advantage possible, without placing undue burdens on any one region.

Newfoundland veterans who had served in Canadian Forces were, for vocational training purposes, to be treated as if they were Canadians. As far as possible training would be given to them in the Maritimes and if that failed, Quebec and Ontario facilities would be used.

Provincial Directors of Apprenticeship Confer

The second meeting of the Provincial Directors of Apprenticeship was held in the Senate Railway Committee Room, Parliament Buildings, Ottawa, October 24-25, 1946.

With the exception of Mr. H. Crisford of Vancouver, all Provincial Directors of Apprenticeship were present, as follows:—

Messrs. H. M. Beaton, Halifax; B. W. Kelly, Fredericton; C. Rosseau, Montreal; F. J. Hawes, Toronto; J. Aiken, Winnipeg; J. S. Dornan, Regina; J. White, Edmonton.

Also present were the following Regional Directors, Canadian Vocational Training:—

Mr. L. W. Shaw, Charlottetown; Dr. F. H. Sexton, Halifax; Mr. J. W. McNutt, Fredericton; Lt.-Col. M. Archambault, Montreal; Mr. H. H. Kerr, Toronto; Col. J. Neish, Winnipeg; Mr. W. A. Ross, Regina; Mr. J. H. Ross, Calgary; Mr. H. Hill, Vancouver.

Others who attended were:—

Messrs. J. Pigott, Pigott Construction Co., Hamilton; W. K. Tibert, Department of Education, Fredericton; K. A. Pugh, Member, Apprenticeship Board, Edmonton; Major L. Brown, Superintendent, Rehabilitation Training for Quebec, Montreal; Messrs. A. W. Crawford and B. G. Pentland, Department of Veterans Affairs, Ottawa; Mr. E. N. Mitchell, Unemployment Insurance Commission, Ottawa; Mr. D. C. Hicks, Ottawa; Mr. R. F. Thompson, Director, Canadian Vocational Training, Ottawa; Brig. J. E. Lyon, Assistant Director of Training, Department of Labour, Ottawa.

The Chairman, Mr. R. F. Thompson, outlined the two-fold purpose of the meeting:

(1) to exchange information pertinent to apprenticeship as it applied both to veteran and civilian apprentices; (2) to discuss the desirability of arriving at reasonable uniformity in the several provinces with regard to the length of training, basic content of training and Dominion-wide recognition of certificates issued for the various trades by the provinces.

Other matters discussed by the Conference were: (1) the problems of providing instructors for evening classes; (2) improving the liaison between the National Employment Service and D.V.A. training and counselling centres; (3) the procurement and allocation of training equipment; (4) the provision of recreation, accommodation and medical care for trainees at training centres; (5) training-on-the-job contracts; (6) staff problems of the Regional offices; (7) advantages to be obtained from periodical Regional and Inter-regional conferences.

At the request of the Chairman, each of the Directors of Apprenticeship presented brief reports with respect to apprenticeship training in their respective provinces. These reports provided background material for the subsequent discussions.

Speaking as a representative of the construction industry, Mr. J. Pigott, observed that the training of veteran apprentices differed somewhat from the training of civilian apprentices. In the first case the trainees were adults and in the second case they were adolescents. He claimed that, while more satisfactory results might be obtained from training adolescents, apprenticeship training of veterans would not be curtailed in any way. He referred to a conference of government officials, management and organized labour, at which it was agreed that there was a definite shortage of trained men in the building trades, not only in numbers, but in skills, and asserted that the target for a four-year program should be the training of some 20,000 tradesmen.

The Chairman emphasized that C.V.T., as the government agency responsible for training veterans, would not deny training to any veteran approved for training by D.V.A., who still demand such training after being informed that employment prospects were not promising. He agreed that there was need for permanent training centres and suggested that some of the buildings now used for rehabilitation training might become available to the provinces at reasonable prices when declared surplus by War Assets Corporation.

Standardization of Apprenticeship Requirements.—Considerable discussion took place as to the standardization of apprenticeship requirements for all the provinces. The following resolution was unanimously adopted:

Inasmuch as we now have Apprenticeship Departments in every province of the Dominion, it is considered desirable that uniformity, where

possible, be established in terms of length of apprenticeship, content of training syllabus and a wage scale predicated upon the prevailing rate of pay received by journeymen, so that the final certificate of qualification in any designated trade may be accepted by all apprenticeship authorities.

It is also considered advisable that trade tests be established in each province with a view to equalizing the standards of achievement throughout the Dominion for each trade.

It was agreed that a copy of the resolution and the minutes of the meeting be sent to the National Joint Conference Board of the Construction Industry, and that the Minister of Labour be requested to inform the provincial Ministers of Labour of the action taken.

Uniform Syllabi of Training.—It was ascertained that there were considerable variations in the methods followed by the different provinces in providing syllabi for apprenticeship training.

With a view to creating a measure of uniformity the following resolution was unanimously endorsed:—

... that the necessary steps be taken to develop syllabi of training that will meet the needs of the various provinces, and that this be accomplished by allotting one trade to each province; and further that the syllabi thus drawn up be submitted to the other provinces for criticism and comment and when these have been received, that someone be appointed to organize and co-ordinate the opinions expressed and compile final syllabi in a form that will be acceptable to all provinces of the Dominion.

It was agreed that for the present, assignments be confined mainly to the building and construction trades as follows: Nova Scotia, plumbing; New Brunswick, carpentry; Quebec, plastering; Ontario, electrical and painting and decorating; Manitoba, bricklaying and tile setting; Saskatchewan, motor vehicle repair; Alberta, sheet metal; British Columbia, steam-fitting and stone masonry.

Other phases of apprenticeship in the construction and building trades that were discussed by the Conference were: (1) the organization of class training; (2) the payment of weekly allowances for full-time training; (3) supervision accorded to apprentices on the job in the various provinces; (4) trade tests for apprentices; (5) the operation of trade committees and apprenticeship boards.

Apprenticeship in Coal Mining.—The question of apprentice training for coal miners was brought up. It was revealed that while C.V.T. had not made any provision for such training, attempts had been made in Nova Scotia and Alberta to establish short courses. Such short courses, it was agreed, could not be considered apprenticeship training, and the consensus of opinion was that it was not feasible to train apprentices for coal mining.

Apprenticeship in Barbering.—The training provided for barbers and hairdressers came in for considerable discussion. Mr. Thompson informed the meeting that C.V.T. was operating barbering schools for veterans in all the provinces except Prince Edward Island and Manitoba; but that when the rehabilitation program was completed it was planned to close the schools. If, however, the provinces wanted to continue them, some of the C.V.T. premises would probably be available for purchase. The "self styled Barber Colleges that charged from \$100 to \$150 for a six-month course of inadequate training" had vanished, but in some provinces at least, the supply of barbers was dwindling, it was claimed.

It was pointed out that the establishment of government schools for barbers would be costly, but from the standpoint of health and hygiene barbers and beauticians should be subject to provincial licence and inspection. It was agreed that examining boards, with authority to certify, license, and inspect graduates of private schools were essential.

Unemployment Insurance

Special Placement Service for Executive and Professional Workers

FOLLOWING the lead of Great Britain in providing special placement facilities for workers in the higher-earning brackets, Canada's National Employment Service started its "Executive and Professional Division" a little more than a year ago. At the outset, this development was in the nature of an experiment made with a view to determining the probable value of such a special service. It soon became evident that the plan had sufficient merit to warrant setting up fully staffed E. and P. offices in all Regional headquarters of the National Employment Service and the stationing of liaison officers in every local office.

The Executive and Professional Division deals with all applicants for employment who are in the following categories:—

(1) All men whose earnings exceed \$2,400 per annum and who are not covered by Unemployment Insurance;

(2) Women whose earnings are \$1,800 per annum or over;

(3) Discharged personnel from the Armed Forces whose incomes before or during the period they were in the service have been in excess of \$2,400, if male veterans, and \$1,800 if female;

(4) All persons with professional degrees from a recognized institute of higher learning;

(5) All other graduates of recognized institutes of higher learning who have received a salary equivalent to the rate of \$1,800 per annum;

(6) All those who have technical or professional training and have formerly earned \$1,800 or over.

The establishment of the Executive and Professional Division is designed to relieve the employer of highly paid executive and professional workers of a great deal of the unproductive interviewing and correspondence which he formerly found necessary, by providing him with the advice and assistance of specialized placement personnel for the necessary "screening" of applicants. Moreover, the inter-regional clearance system of the National Employment offices puts him in contact quickly with prospective workers in every part of the country.

The E. and P. Division has passed the experimental stage. During the past year, a total of 4,156 persons in the Executive and Professional category were placed through this new Division. Placements are continuing at a rate rapidly approaching 100 a week. Formerly dealing largely with veterans just out of the Armed Forces, the Division is now placing an increasing number of civilians.

As might be anticipated, the E. and P. Division works in close co-operation with colleges and universities, and with associations such as the Engineering Institute of Canada, the Underwriters Associations, the Service Clubs, and the Canadian Legion.

Unemployment Insurance Statistics, September, 1946

Analysis of Claims for Benefit—Standing of Fund

IN September, a total of 28,555 claims for Unemployment Insurance benefit was filed in local offices in Canada. This represents an increase of 3,440 over the 25,115 claims filed during August. The province of Ontario accounted for 3,001 of this increase. Claims filed during September, 1945, totalled 40,473. This is the first time since the inception of Unemployment Insurance that the

claims filed in the corresponding month of the preceding year have greatly exceeded the number filed in the current year. Current claims figures do not, then, indicate a return this Fall to the tremendous increase following the cessation of hostilities in 1945.

During September, 74,762 persons received one or more benefit payments totalling \$3,402,460 for 1,725,426 compensated unem-

ployed days compared with (1) 73,138 persons paid \$2,861,278 as compensation for 1,448,399 unemployed days in August and 25,952 persons paid \$882,634 for 452,433 days in September, 1945.

(1) The figures of persons paid benefit, benefit days paid and amount of benefit paid in September, 1946 are not strictly comparable with those of other months. This occurs because the Unemployment Insurance Commission Treasury office has customarily closed its books in the field at the 20th of each month in order to produce monthly totals by the end of the month. On the basis of a new ruling, effective in September, the books are now closed at the end of the calendar month. As a result, the totals for September actually cover the period August 21 to September 30. From now on, however, these data will present actual monthly totals.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that as at September 30, 1946, 2,781,229 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or

another since April 1, 1946, an increase of 101,278 since August 31, 1946.

As at September 30, 1946, 173,826 employers were registered as having insurable employees, representing an increase of 2,710 since August 31, 1946.

Registrations to September 30, 1946 by regions are shown in Table 1.

Unemployment Insurance Fund

Employer-employee contributions for September amounting to \$5,994,253.84 were the highest for any September to date, and were \$1,101,820.90 higher than in the corresponding month last year and \$453,875.70 higher than the average of the previous eight months.

Benefit payments during the month amounted to \$3,398,101.44 compared with \$2,858,005.66 in the previous month. This apparent increase is due to the adoption of a new policy of closing expenditure figures at the end of the month instead of on the 20th of the month as formerly, resulting in an extra ten days benefits being reported for September.

The net increase to the Fund during September was \$4,395,061.71.

TABLE 1.—REGISTRATIONS AS TO SEPTEMBER 30, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	13,256	207,715
Quebec.....	45,889	792,001
Ontario.....	63,437	1,065,477
Prairie.....	32,681	431,993
Pacific.....	18,583	284,043
Total for Canada.....	173,826	2,781,229

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO SEPTEMBER, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	35,781
May.....	2,799	2,027	4,654	8,825	34,777
June.....	4,629	1,772	3,226	10,857	30,646
July.....	2,668	1,037	3,106	10,886	27,576
August.....	1,855	1,370	3,241	20,557	25,115
September.....	1,118	1,013	3,715	40,473	28,555
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	364,186

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, SEPTEMBER, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	100	69	31	50	21	78
Nova Scotia.....	1,807	1,263	544	1,433	303	899
New Brunswick.....	567	417	150	330	140	392
Quebec.....	8,106	5,694	2,412	6,213	2,322	1,686
Ontario.....	12,547	8,536	4,011	9,831	1,826	2,486
Manitoba.....	1,115	699	416	791	196	191
Saskatchewan.....	536	388	168	399	99	125
Alberta.....	1,130	853	277	591	150	755
British Columbia.....	2,627	1,684	943	2,057	447	890
Total, Canada, September, 1946.....	28,555	19,603	8,952	21,695	5,604	7,502
Total, Canada, August, 1946.....	25,115	16,660	8,455	18,883	6,995	6,298
Total, Canada, September, 1945.....	40,473	36,285	4,188	26,203	3,710	15,658

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of September 1945	Month of September 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	1,281	2,163	20,311
Not capable of and not available for work.....	66	153	1,266
Loss of work due to a labour dispute.....	1,002	353	5,614
Refused offer of work and neglected opportunity to work.....	65	287	1,568
Discharged for misconduct.....	251	252	2,157
Voluntarily left employment without just cause.....	927	2,034	14,358
Other reasons ⁽¹⁾	118	362	3,263
Total.....	3,710	5,604	48,537

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, SEPTEMBER, 1946

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	286	76	7,472	\$ 13,185
Nova Scotia.....	4,273	1,745	121,205	245,523
New Brunswick.....	1,910	498	51,033	103,982
Quebec.....	24,443	7,192	574,774	1,066,865
Ontario.....	27,288	11,775	610,997	1,228,287
Manitoba.....	3,636	1,018	75,189	146,866
Saskatchewan.....	1,218	357	26,487	50,109
Alberta.....	2,007	258	42,266	85,996
British Columbia.....	9,701	2,315	216,003	461,647
Total, Canada, September, 1946.....	74,762	25,234	1,725,426	3,402,460
Total, Canada, August, 1946.....	73,138	17,625	1,448,399	2,861,278
Total, Canada, September, 1945.....	26,952	11,815	452,433	882,634

TABLE 8.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1946

Year Ended Dec. 31	REVENUE						EXPENDITURE		
	CONTRIBUTIONS (Gross less Refunds)						Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government			
1941.....	\$ 14,958,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,504 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	\$ 28,410,056 33
1942.....	29,869,803 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36	1,302,097 53	67,419,601 66	349,655 94
1943.....	30,872,715 97	13,368,409 03	16,155,142 06	1,650 10	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33
1944.....	32,902,037 68	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91	5,032,644 52	82,778,893 97	3,265,707 67
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,365 63	80,478,728 48	14,561,475 71
1946—									
January.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	6,931,379 28	4,492,081 25
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	563,753 89	6,234,371 17	5,900,722 63
March.....	3,785,715 55	907,100 08	1,629,162 25	51 73	6,322,119 61	1,264,423 91	769,891 16	8,356,434 68	9,925,293 28
April.....	2,859,530 14	894,575 97	1,135,965 48	34 68	4,830,106 27	966,021 25	559,229 47	6,355,356 99	4,286,614 02
May.....	3,230,303 57	963,538 39	1,383,548 34	113 48	5,577,503 78	1,115,500 76	565,569 95	7,258,574 49	5,218,914 32
June.....	3,067,949 28	897,936 62	1,495,736 89	572 18	5,462,244 97	1,002,448 90	568,542 55	7,123,236 51	4,468,245 05
July.....	3,367,766 33	899,786 10	1,586,813 15	936 53	5,855,302 11	1,171,060 42	573,915 52	7,600,278 05	3,296,938 15
August.....	3,630,511 06	880,119 27	1,647,248 78	436 52	6,158,315 63	1,231,663 13	587,805 05	7,977,783 81	2,855,005 66
September.....	3,289,643 24	900,715 68	1,803,599 75	295 17	5,994,253 84	1,198,850 77	600,088 54	7,793,163 15	3,398,101 44
GRAND TOTAL.....	171,603,233 21	62,179,244 05	81,976,151 94	11,894 44	315,770,523 64	63,154,104 73	21,849,580 78	400,774,209 15	62,954,974 45
									337,819,234 70

The Column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.26%.

(b) Profit on sale of securities taken into account at the end of each year only.

The "Miscellaneous" column includes Penalties \$8,563 46
The "Bulk" column includes Contributions for Armed Service \$4,077,726.75
Miscellaneous.... 3,330 98

11,894 44

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU.-B 64

(Jan. 21, 1946)

The claimant, a woman aged 43, married but separated from her husband, was employed as a riveter when she was laid off because of a shortage of work. More than three months after she applied for benefit she was notified by the Local Office of employment on bench work at a lower rate of wages. She refused to apply claiming that the wages were too low and that the hours of work were unsuitable as she had to be at home in order to prepare meals for her two school-age sons. She was disqualified but the Court of Referees allowed her appeal. The Insurance Officer appealed to the Umpire—HELD: Since the claimant had been unemployed for over three months, sufficient time had elapsed, under the proviso to sub-paragraph (iii) of Section 31 of the Unemployment Insurance Act, 1940, for the employment to be considered not unsuitable by reason that it was employment other than her usual occupation and at wages lower than she previously received. The domestic circumstances of the claimant were not such as to render the employment unsuitable.

The material facts of the case are as follows:

The claimant, a woman aged 43 years, married but separated from her husband, was last employed as a riveter by an aircraft company from September 24, 1941 until May 18, 1945, at 59 cents per hour. She was laid off because of a shortage of work and filed an application for benefit which was allowed.

On August 28, 1945, she was notified by the Local Office of the Commission of employment on bench work at 41 cents per hour. She refused to apply for the employment notified to her, mainly on the ground that she had to be at home in order to prepare meals for her two school-age sons.

The Insurance Officer disallowed the claim and disqualified the claimant for the receipt of benefit for six weeks under the provisions of Section 43(b) (i) of the Act for having refused, without good cause to apply for suitable employment.

From this decision the claimant appealed to the Court of Referees, which unanimously allowed her appeal.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for a period of six weeks from the date on which his decision was communicated to her, and gave as his reasons:

The claimant in this case contended that the wages offered were too low and she stated that owing to her domestic circumstances the employment offered was not suitable. The question before me is to determine whether the employment offered to the claimant was suitable in the circumstances and whether she has refused, without good cause, to apply for the employment offered.

Various factors must be taken into consideration in order to determine suitability of employment, such as the nature of the claimant's usual occupation, the rate of wages previously obtained, the rate of wages offered, the degree of skill and experience acquired and required.

The proviso to sub-paragraph (iii) of Section 31 of the Act is particularly relevant in this case. The effect of this proviso is that, after the lapse of such an interval of time from the date on which a claimant becomes unemployed as is reasonable in each case, employment shall not be deemed to be unsuitable by reason only that it is employment of a kind other than employment in the usual occupation of the claimant, if it is at the prevailing wages of the district.

In this case, since the claimant had been unemployed for over three months when the offer of employment was made, I find that sufficient time had elapsed and the employ-

ment offered was, in view of the circumstances, not unsuitable by reason that it was employment other than her usual occupation and at wages lower than she previously received.

I agree with the Insurance Officer that boys of 12 and 15 could have carried their lunch to school. The circumstances of the claimant are therefore not such as to render the employment offered unsuitable.

I therefore find that the employment offered was suitable and that she did not have good cause for refusing to apply for the employment offered.

CU-B 65

(Jan. 21, 1946)

The claimant, a single man aged 28, was employed as a welder when he was laid off on August 16, 1945. On August 22 he registered for employment at the Local Office but it was not until October 10 that he filed his claim for benefit, and only seven days later that he applied to have his claim antedated back to August 22, stating that he thought he filed an application for benefit when he completed forms in regard to registration for employment on August 22. The Insurance Officer ruled that he had not shown good cause for his delay, and the claimant appealed to the Court of Referees. Although he was advised of his right to appear in person, he did not avail himself of that opportunity. His application was disallowed but leave to appeal to the Umpire was granted—HELD: This request for antedating should not be approved. The claimant was offered the opportunity of appearing before the Court of Referees but did not choose to do so, and as the Court, on the evidence before it, unanimously disallowed his request, there is no reason to disturb its unanimous decision.

The material facts of the case are as follows:

The claimant, a single man, aged 28 years, was employed as a welder in an aircraft plant

from March 1, 1945 to August 16, 1945, when he was laid off.

On August 22 he registered for employment at the Local Office of the Commission and it was not until October 10 that he filed his claim for benefit. Seven days later he filed an application to antedate his claim back to August 22.

In support of his application, he stated that he understood that he filed a claim for benefit when he completed forms in regard to registration for employment on August 22.

The Insurance Officer refused the request for antedating on the grounds that the claimant had not shown good cause for delay in applying for benefit.

From this decision the claimant appealed to the Court of Referees and, although he was advised of his right to appear in person, he did not avail himself of that opportunity. The Court of Referees unanimously disallowed his application for antedating, on the strength of the evidence given by the Employment Officer, who produced a Registration for Employment form on which a notation appeared initialled by himself, to the effect that the claimant was notified of the nature of his benefit rights. The Court of Referees was of the opinion that the evidence of the Employment Officer, corroborated in writing, outweighed the claimant's unsupported statement.

The Chairman granted the claimant leave to appeal to the Umpire.

DECISION

The Umpire's decision was that the request for antedating should be not approved and gave as his reasons:

The claimant was offered the opportunity of appearing before the Court of Referees but did not choose to do so. The Court of Referees, on the evidence before it, disallowed his appeal. I find no reason to disturb the unanimous decision of the Court of Referees.

Employment Facilities for Seamen

A MENDMENTS to the Unemployment Insurance Act, 1940, which were given Royal assent on August 31, 1946, came into force on October 1, in accordance with a Proclamation of the Deputy Governor General, dated September 26. Reference was made in the October issue of the *LABOUR GAZETTE* (p. 1468) to changes made in the unemployment insurance Coverage Regulations, especially those dealing with persons employed in transportation by water. These changes, coupled with the termination of Merchant Seamen's

manning pools on July 31, 1946, made it necessary to provide facilities through the National Employment Service for employment of deep sea, coastwise and lake seamen. Because of the peculiarities of the shipping industry it was found necessary to establish special seamen's sections in the National Employment Offices in certain designated ports, rather than to handle these seafarers in the sections of the offices dealing with tradesmen. These special sections have now been established and are operating in the ports of Halifax,

Saint John, Montreal, Toronto and Vancouver. In smaller ports this employment function is handled by a suitable employment officer usually possessing marine experience.

Close contact is maintained between the employment offices dealing with seamen and the trades unions who have bargaining agreements with the ships' operators. The unions most concerned are the Canadian Seamen's Union, with a charter from the Trades and Labour Congress of Canada, and the Seafarers' International Union affiliated with the A.F. of L.

The procedure established for the referral of seamen who are members of either of these unions provides for the registration of all seamen with the appropriate section of the National Employment Service. Referral of seamen against orders obtained from the shipping companies with which either of the unions has a collective bargaining agreement, are checked with that union so as to conform to the union practices as well as the practices of the Employment Service.

The referral of seamen who are not members of a union to a ship where no agreement is in effect is conducted in accordance with established employment procedures.

The Dominion-wide clearance machinery of the National Employment Service is available to any seamen's section. This machinery

allows any number of the more than 200 National Employment Offices across the country to be contacted in order to secure suitable applicants when qualified seamen are not available locally.

When the shipping industry is inactive due to seasonal fluctuations or other reasons, any unemployed seaman has access to the other departments of the National Employment Offices, so as to obtain temporary alternative employment in a job for which he is suitably qualified, and for which he indicates a preference.

These special seamen's sections are under the direct supervision of experienced mariners who have served in either or both the Navy or Merchant Service for lengthy periods, and generally hold a Department of Transport Certificate of Competency.

By arrangement with the Department of Transport the services of three senior officers with many years of experience in marine employment have been secured on a loan basis to assist in the establishment of the seamen's sections and to give advice on the many difficult situations which arise from day to day in the operation of these sections.

In the short time that these special seamen's sections have been established a total of 2,704 seamen have been referred to marine employment.

Disability and Unemployment Benefits in California

IT is reported in the August issue of *Monthly Labour Review*, published by the Bureau of Labor Statistics at Washington, that California has amended its unemployment insurance law to provide cash benefits for work-time lost by workers as a result of sickness or injury. The new disability insurance feature became effective in May, 1946, and will be financed primarily from the one per cent payroll tax (up to \$3,000), assessed on employees in the State, as contributions to the unemployment compensation fund. Benefits will range from ten dollars to twenty dollars a week for a period of from nine to twenty-three weeks with duration depending on previous earnings.

The amendment was, in a measure, the culmination of several years' agitation to set up legislation for compulsory health insurance or disability-unemployment insurance and was based on a report made by the State Senate Interim Committee on Unemployment Insurance in 1945. The report recommended the adoption of a system of temporary disability benefits to be operated in connection with un-

employment insurance. It also outlined basic provisions for safeguarding the proposed system and suggested other amendments designed to strengthen the unemployment insurance system in the State. The Committee also made a study of the solvency of the unemployment-compensation fund, taking into account the considerable size of the fund, the decline in employment since the war-time peak of 1943 and the probable severity of postwar unemployment. For purposes of guidance, the Committee made a study of the Rhode Island Cash Sickness compensation plan and was convinced that, with modifications, it could be made to apply to conditions in California.

Provisions of Amendments

Under the legislation finally adopted "provision is made for payments to 'eligibly' employed workers to compensate them for the wage losses incurred by being unavailable for, or unable to work, because of illness or injury. Thus, an injured individual, who cannot qualify

under workmen's compensation, may receive disability benefits if he is in a covered employment and is otherwise eligible. The disability may be mental or physical. The work referred to must be the person's regular or customary pursuit . . ."

Safeguards are provided against a worker receiving full-time benefits from more than one source. However, in the same benefit year, he may draw both disability and unemployment benefits (for different periods) "up to $1\frac{1}{2}$ times the total yearly amount of single-type benefits allowed."

In order to qualify, it is stated that "an eligible claimant must (1) have earned \$300 in wages in covered employment during his base year; (2) observe a waiting period of seven consecutive days for each continuous period of disability; (3) file a claim in the prescribed manner; and (4) with the first claim for each continuous period of disability, file a

physician's certificate as to the disability and its estimated duration."

Voluntary Plans Permitted

A special feature of the amended act permits employers to operate their own private systems of disability benefits within the State program. It is pointed out that "California's long experience with pre-payment medical-care plans, on a voluntary basis, and their large-scale extension, during wartime, in the industries of the State—especially in ship-building—may have been an influencing factor . . ." in permitting the inclusion of private systems of disability benefits. However, a company plan must offer more liberal provisions than those of the State plan and must remain in effect for at least two years. Where voluntary plans are set up, the employees' payroll taxes cease to go to the State fund and are paid into the individual fund.

Special "Week" for Handicapped in United States

Observing "special days" and "special weeks", as a means of stressing the importance of particular issues or movements has become almost a trite custom in Canada and the United States. This year the week of October 6 to 12 was recognized in both countries as National Fire Prevention Week. In addition, it was established by Congress and proclaimed by the President of the United States as "National 'Employ the Physically Handicapped' Week".

That there is need for a campaign for the employment of handicapped persons in the United States is indicated in comments in the *New York Times* of October 6. It is stated that "an overwhelming majority of the men disabled in military service seeking jobs through the United States Employment Service cannot find jobs." It continues: "As late as last June only one out of every 21 applying for positions was placed, whereas about one in five of the able-bodied was successful. More than a quarter of a million of the war disabled are looking for places."

At the same time, it is asserted that "individually, and as a group, the handicapped workers, both former service men and civilians, have demonstrated their ability to work." Quoting the Bureau of Labor Statistics at Washington it is stated that "impaired workers actually produce 3.6 per cent more than their unimpaired fellow-workers on the same job. Blind men can see with their fingers, men with other disabilities have demonstrated their usefulness under exacting factory conditions. In other trades and professions they have similar possibilities."

Summing up the disabled person's position, *The Times* points out that what he wants is not charity or coddling, but he "is entitled to the privilege given without question to the able-bodied, to demonstrate what he can do. With training he can overcome his disadvantage. With opportunity he can assume his honourable place in society. In battle the veteran took his fighting chance. In peace he deserves a fighting chance to . . . This is the moral of this important 'week'."

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment, hours and earnings in Canada.

Labour Force Survey.—Total employment in Canada reached an estimated 4,860,000 on August 31, a gain of 158,000 since June 1, according to the fourth quarterly labour force survey of the Dominion Bureau of Statistics, based on a sampling of about 25,000 persons. The number of persons unemployed declined from 126,000 to 117,000 during the same period.

Employment and Payrolls, September 1, 1946.—A substantial increase in industrial employment at the beginning of September was also indicated in the Bureau of Statistics' monthly review, based on returns from firms employing 15 or more persons. The latest index of employment was 175.4 as compared with 172.8 at August 1 and also at September 1, 1945.

The staffs of the 16,087 reporting firms totalled 1,793,875, as compared with 1,768,001 at the beginning of August.

Average weekly earnings were \$32.73 at September 1, as compared with \$32.64 at the beginning of August and \$32.06 at September 1, 1945. Aggregate payrolls of the reporting firms were \$58,713,734.

Employment Conditions as Reported by Employment Offices, October, 1946.—Absorption of job seekers into the employment stream gained momentum during October as strikes were settled in rapid succession. For the first time in over a year the number of vacancies on file at employment offices exceeded the number of applicants for employment. The number of unplaced applicants dropped by 7,401 during the five weeks ended October 24, to total 134,574 at the end of the period.

The number of vacancies on file at employment offices showed little change over the period. The seasonal slackening in labour requirements in the food processing, transportation, and service industries was offset by the greatly augmented demand for loggers which has now reached the highest level yet recorded. Labour demand, exclusive of agri-

culture, totalled 136,106 (94,550 male and 41,556 female) at October 24.

Claims for Unemployment Insurance Benefit, September, 1946.—Claims for unemployment insurance benefit in September totalled 28,555, an increase of 3,440 over the preceding month. For the first time since the inception of unemployment insurance in Canada, however, the number of claims were considerably less than in the corresponding month of the previous year. In September, 1945, the number of claims filed was 40,473.

During the month a total of 74,762 persons received benefit, and at the end of the month the number of live claims was 57,682.

Hours and Earnings, September 1, 1946.—Average hours worked by hourly-rated wage-earners employed in manufacturing industries were 42.7 a week at September 1, according to the Dominion Bureau of Statistics. At August 1, average hours were 43.0, while at September 1, 1945, they were 44.1.

Average hourly earnings were 70.6 cents at September 1, 1946, 70.0 cents at August 1, 1946, and 69.2 cents at September 1, 1945.

Placements Effected by Employment Offices, September, 1946.—During the four weeks August 30 to September 26 there was a gain of 7.7 per cent in the daily average of placements effected by employment offices when compared with the preceding four-week period, but a loss of 42.4 per cent in comparison with the corresponding period in 1945.

During the period under review the average number of vacancies reported daily by employers was 7,750; the average number of applications for employment was 6,502; and the average number of placements was 3,149.

Unemployment in Trade Unions, September 30, 1946.—The percentage of trade union unemployment showed a decline for the third consecutive quarter. Returns from 2,378 local unions in Canada with a combined membership of 425,899, indicated 4,169 unemployed or a percentage of 1.0 at September 30. At the end of June the percentage of unemployment had been 1.3.

SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

Note: Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision

Series	1946			1945		
	September	August	July	September	August	July
Civilian Non-Institutional Population (1).....	8,792,000	(x)	(x)	(x)	(x)	(x)
Civilian Labour Force (1).....	4,977,000	(x)	(x)	(x)	(x)	(x)
Employment —						
Employed(1).....	4,860,000	(x)	(x)	(x)	(x)	(x)
Index (June 1, 1941=100)(2).....	115.3	113.7	114.1	113.1	114.5	114.8
Number(2).....	1,870,576	1,840,172	1,848,544	1,831,939	1,855,271	1,859,242
Female(2).....%	23.0	23.0	23.1	(x)	(x)	(x)
Unfilled Vacancies.....	117,236	106,279	119,503	162,147	158,825	161,354
Vacancies Notified(2).....	42,323	38,636	34,808	51,230	48,362	44,736
Applications for Employment(3).....	37,389	36,371	35,802	59,178	48,647	43,015
Referrals(3).....	26,298	25,225	26,273	40,956	37,374	36,102
Placements(3).....	16,591	16,360	17,015	30,211	25,859	26,865
Engagements without Referral by N.E.S.(4).....	26,009	23,381	27,141	15,071	10,705	12,728
Unemployment —						
Unemployed(1).....	117,000	(x)	(x)	(x)	(x)	(x)
Unplaced Applicants at N.E.S.,						
Total.....	144,845	160,340	176,735	96,327	75,932	77,782
Male.....	113,959	125,855	139,977	71,170	53,646	54,763
Female.....	30,886	34,485	36,758	25,157	22,286	23,029
Unemployment Insurance Claims.....	61,822	68,535	82,352	28,770	19,224	17,242
Unemployment in Trade Unions.....%	(x)	(x)	1.3	(x)	(x)	0.5
Earnings and Hours (2)—						
Index, Aggregate, Weekly Payrolls (June 1, 1941=100).....	145.9	143.4	141.9	140.6	142.4	143.9
Per Capita Weekly Earnings.....\$	32.82	32.72	32.34	32.11	32.14	32.37
Average Hourly Earnings.....cents	70.6	70.0	70.0	69.2	69.5	70.1
Average Hours Worked per Week.....	42.7	43.0	42.4	44.1	44.3	44.3
Industrial Production (4)—						
Index (1935-1939=100).....	172.5	175.5	181.1	223.9	226.5	20.13

(x) Not available.

(1) Estimates based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

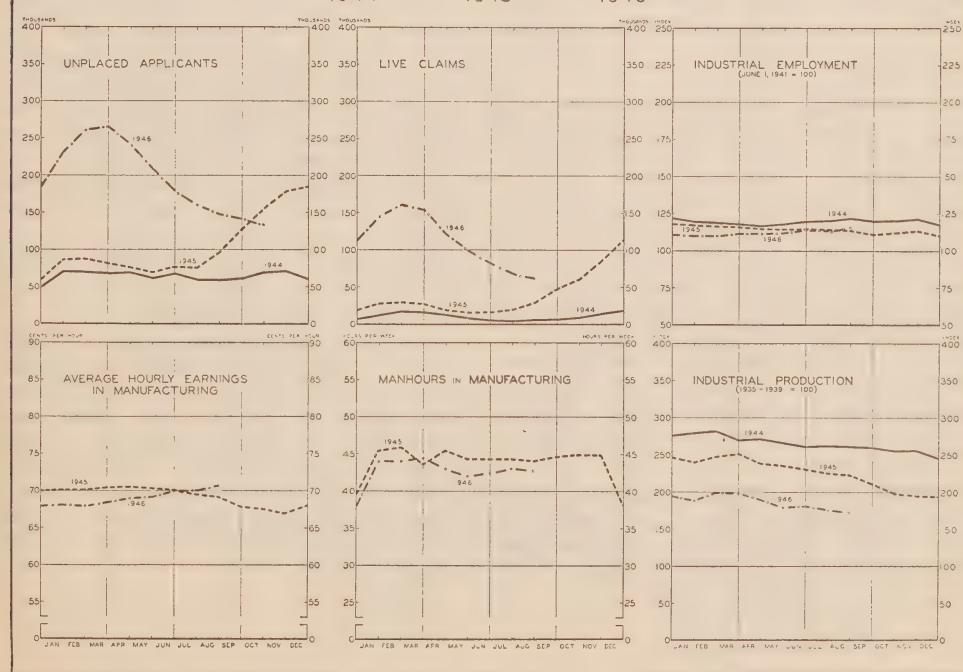
(2) Statistics are based on the nine leading industries except average hourly earnings and man-hours which apply to manufacturing only. Data are compiled from monthly reports from firms with 15 or more employees.

(3) Weekly average for month in non-agricultural industries reporting to National Employment Service.

(4) During the month.

SELECTED LABOUR MARKET INDICATORS

1944 — 1945 — 1946



Canadian Labour Force

EMPLOYMENT in Canada climbed 158,000 over the June 1 figure to reach the 4,860,000 mark at August 31, according to the estimate of the fourth quarterly labour force survey of the Dominion Bureau of Statistics. The survey results reflect the upward seasonal trend. Agricultural employment showed a rise of 43,000 between June 1 and August 31, and non-agricultural employment a gain of 115,000 in the same period. The volume of female employment in agriculture expanded 16,000 against a rise of 27,000 for males. The most substantial rise in agricultural employment was in the paid worker category. The employment gain in non-agricultural industry centred on men, who accounted for 96,000 of the increase, while female employment made up the remaining 19,000 rise, above the June 1 estimate.

Manufacturing employment dipped 27,000, and employment in mining tapered off 1,000, against gains in all other industries. The substantial gain in agricultural employment mirrors the upward swing of seasonal harvest activity, and the expansion in the service industry reflects the increased tourist trade during the summer months. Construction employment climbed 26,000 in the three month period, also reflecting a seasonal upswing.

The classification of employed persons in this survey included those who worked one hour or more in the survey week for pay or profit or who did unpaid work which contributed to the running of a farm or business operated by a relative, as well as those who had jobs but did not work at them during the survey week because of illness, bad weather, vacation, labour disputes or temporary lay-offs with definite instructions to return within 30 days of the time of being laid-off. Female unpaid family workers on farms are not included in the employed group unless they worked 20 hours or more in the survey week on the farm, as distinct from the home.

Regionally, an overall employment gain took place between June 1 and August 31. The Ontario region showed the sharpest climb—a 55,000 gain over the June 1 esti-

mate; employment in the Maritimes showed the smallest rise—9,000 above the figure estimated in the third survey.

The survey points to the withdrawal of married women from the labour market—a decrease of 2,000 took place in this group compared with a 34,000 gain of employed single women in the labour force. The age composition of the labour force shows that the most substantial employment gain took place in the 14-24, 25-44 age groups, although all other age categories reflected the upward trend.

Total unemployment in Canada dropped 9,000 from the June 1 survey estimate, to reach the 117,000 low at August 31. According to the survey, therefore, the unemployed form 2.3 per cent of the total labour force.

The number of unplaced applicants registered at National Employment Service Offices is a higher estimate of unemployment (145,000 at August 29). However, a substantial proportion of the casual workers and workers on temporary lay-off, defined as employed by the labour force surveys, were registered as unplaced applicants at National Employment Service Offices.

Unemployment in British Columbia, as shown by the survey, is almost negligible, while the sharpest employment drop took place in the Prairie region. The Maritimes have the largest percentage of the labour force unemployed. The following table shows the comparative results of the four labour force surveys to date. The total labour force, including employed and unemployed, showed a gain of 158,000 over June 1. The rise reflects the entrance of students into the labour market seeking temporary summer employment, as well as the inflow of discharges from the armed forces.

The labour force surveys of the Dominion Bureau of Statistics are based on a sample of 25,000 households, in nearly 100 different areas across the country. The labour force classification is based on activity or status during the survey periods. The purpose of these quarterly surveys is to provide breakdowns of the labour market status of the civilian non-institutional population, 14 years of age and over.

ESTIMATED CIVILIAN NON-INSTITUTIONAL MANPOWER

(Thousands of Persons, 14 Years of Age and Over)

Source: D.B.S. Labour Force Survey

Population Class	November 17, 1945			February 23, 1946			June 1, 1946			August 31, 1946		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total civilian non-institutional manpower.....	4,033	4,297	8,330	4,215	4,323	8,538	4,373	4,345	8,718	4,432	4,360	8,792
A. Labour Force.....	3,388	1,150	4,538	3,511	1,014	4,525	3,732	1,096	4,828	3,843	1,124	4,967
1. Employed.....	3,249	1,117	4,366	3,332	980	4,312	3,624	1,078	4,702	3,747	1,113	4,860
(1) Agricultural.....	889	167	1,056	985	98	1,083	1,074	200	1,274	1,101	216	1,317
Operators.....	595	16	611	646	13	659	684	12	696	692	12	706
Paid Workers.....	107	(a)	116	110	(a)	116	144	13	157	164	24	188
Unpaid Workers.....	187	142	329	229	79	308	246	175	421	245	178	423
(2) Non-agricultural.....	2,360	950	3,310	2,347	882	3,229	2,550	878	3,428	2,646	897	3,543
Paid workers.....	1,988	854	2,842	1,971	800	2,771	2,151	796	2,947	2,225	816	3,041
By private employer.....	1,766	730	2,496	1,752	678	2,430	1,899	679	2,578	1,952	705	2,651
By government (federal, provincial, municipal).....	222	124	346	219	122	341	252	117	369	273	111	384
Employers.....	119	10	129	121	(a)	130	135	10	145	141	(a)	150
Own Account Workers.....	237	52	289	244	46	290	253	203	44	297	44	307
Unpaid workers.....	16	34	50	11	27	38	11	28	39	17	28	45
2. Unemployed.....	139	33	172	179	34	213	108	18	126	96	21	117
B. Not in Labour Force.....	645	3,147	3,792	704	3,309	4,013	641	3,249	3,890	589	3,226	3,815
1. Permanently unable or too old to work.....	141	114	255	157	132	289	158	125	283	165	128	293
2. Keeping house.....	14	2,618	2,632	(a)	2,731	2,733	(a)	2,709	2,712	(a)	2,752	2,753
3. Going to school.....	292	283	575	327	311	638	288	291	579	30	11	41
4. Retired or voluntarily idle.....	177	122	299	192	125	317	174	118	292	378	327	705
5. Other.....	21	10	31	26	10	36	18	6	24	15	(a)	23

(a) Fewer than 10,000.

Employment and Payrolls at the Beginning of September, 1946

THERE was a substantial increase in industrial employment generally in the Dominion at the beginning of September; although industrial disputes continued to be an exceedingly important factor in some cases, the settlement of strikes in certain establishments contributed to the upward movement, which was also seasonal in character. Expansion took place at the date under review in all provinces, and very generally in manufacturing, as well as in most of the non-manufacturing industries. Within the manufacturing group, there were also widely-distributed gains.

The staffs of the 16,087 establishments in the eight leading industries participating in the monthly survey of the Dominion Bureau of Statistics aggregated 1,793,875, as compared with 1,768,001 at the beginning of August. The increase of 25,874 workers, or 1.5 per cent was larger than at September 1 in any other year since 1940, and also considerably exceeded the average increase at that date in the period since 1920.

Based on the 1926 average as 100, the latest index of employment was 175.4, as compared with 172.8 at August 1, and also at September 1, 1945. This is the first occasion in a lengthy period in which the monthly index number has been higher than at the same date a year earlier. The most recent index, however, was

lower than at September 1 in 1942, 1943 or 1944, although with these exceptions, it was the highest for September in the record of 26 years.

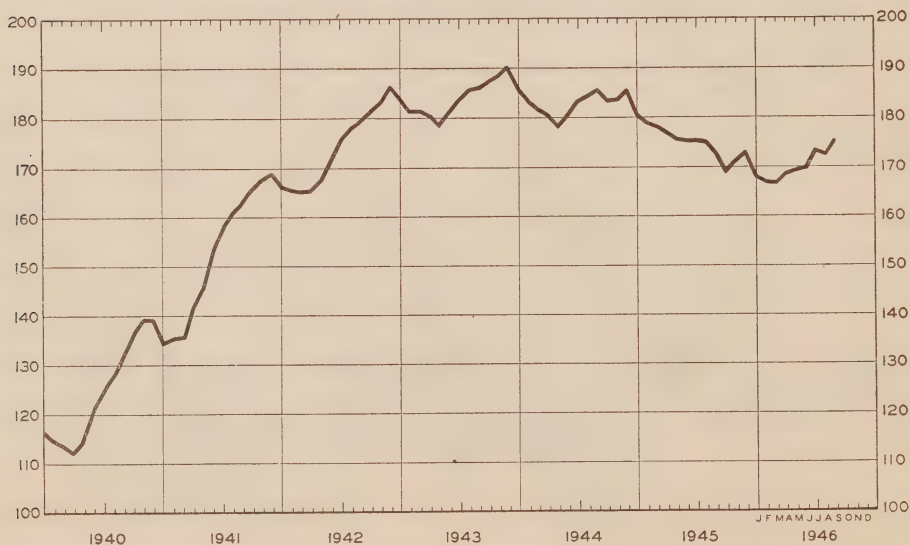
Since the increase as compared with August 1 was above normal, the seasonally-adjusted index also showed an advance, rising from 168.1 at August 1, to 168.6 at the beginning of September.

As already stated, there was improvement of a general character in manufacturing, notwithstanding the existence of many important strikes. The largest gains took place in the vegetable food, textile, lumber and electrical apparatus groups, but many other industries shared in the upward movement. The advance at the date under review is in striking contrast to the extremely pronounced curtailment which had been indicated in manufacturing a year earlier, following the cessation of hostilities in the European and Japanese wars.

Among the non-manufacturing industries, there were moderate declines in mining, and also in the service industries taken as a whole. On the other hand, the trend was upward in logging, transportation, communications, construction and trade. The most noteworthy additions to the working forces were those of nearly 5,200 persons in construction, in which the increase was contra-seasonal in character.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



It also considerably exceeded the advance which had been noted in that industry at September 1, 1945.

Payrolls

The general improvement in industrial employment at the beginning of September was accompanied by a relatively larger gain in the amount of the weekly payrolls. These aggregated \$58,713,734, as compared with \$57,707,650 at the first of August. There was thus an increase of 1.7 per cent in this comparison, while that in employment amounted to 1.5 per cent. The average earnings per employee stood at \$32.73 at September 1, as

compared with \$32.64 at the beginning of August, and of \$32.06 at September 1, 1945. The latest figure is the highest in the record of 64 months, with the exception of that of \$32.81 reported at March 1, 1945. The increase as compared with September of earlier years, and also in comparison with immediately preceding months, is particularly interesting in view of the changes in the industrial distribution of workers which took place as a result of the conclusion of the War, and those of a seasonal nature more recently indicated. One of the factors contributing to the higher figure at the date under review, is the decline in the number and the proportion of women

TABLE I.—INDEX OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.25	132.9	168.1	32.62
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.0	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	32.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.3	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.45
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.43
Mar. 1.....	109.4	137.3	32.44	108.7	135.3	32.43
Apr. 1.....	110.6	139.1	32.48	110.1	138.7	32.82
May 1.....	110.9	137.6	32.05	110.8	137.1	32.24
June 1.....	111.3	136.6	31.68	109.9	134.3	31.83
July 1.....	113.7	141.9	32.25	111.4	138.5	32.37
Aug. 1.....	113.2	143.1	32.64	109.6	137.5	32.66
Sept. 1.....	114.9	145.6	32.73	111.4	140.1	32.75

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at September 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at September 1, 1946, and August 1, 1946, with Comparative Figures for September 1, 1945. Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at Sept 1, 1946	Aggregate Weekly Payrolls at Sept 1, 1946	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Sept 1, 1946	Aug. 1, 1946	Sept 1, 1945	Sept 1, 1946	Aug. 1, 1946	Sept 1, 1945	Sept 1, 1946	Aug. 1, 1946	Sept 1, 1945
(a) PROVINCES		\$	\$	\$	\$						
Maritime Provinces.....	132,153	3,956,841	29.94	29.97	30.15	112.5	110.5	113.6	153.6	151.0	156.8
Prince Edward Island.....	3,027	81,427	26.90	27.53	26.99	137.2	133.0	122.5	168.4	167.1	156.3
Nova Scotia.....	75,043	2,235,001	29.78	29.93	30.87	106.0	105.5	112.6	139.6	139.5	154.2
New Brunswick.....	54,083	1,640,413	30.33	30.17	29.20	121.8	117.7	115.3	177.2	170.3	161.3
Quebec.....	542,696	17,229,705	31.86	31.60	30.85	115.4	112.8	113.2	153.1	148.6	146.1
Ontario.....	730,697	24,132,370	33.03	33.02	32.49	109.1	108.4	108.6	132.7	131.7	130.2
Prairie Provinces.....	222,928	7,471,169	33.51	33.12	32.67	126.3	125.5	114.7	160.0	156.9	142.7
Manitoba.....	100,433	3,345,637	33.31	33.05	32.54	122.1	120.6	112.9	153.2	150.2	138.4
Saskatchewan.....	44,122	1,444,566	32.74	32.36	31.44	123.3	122.8	111.9	155.5	153.1	139.5
Alberta.....	78,373	2,680,966	34.21	33.62	33.58	134.1	133.8	118.9	172.1	168.7	150.6
British Columbia.....	165,401	5,923,649	35.81	35.86	34.71	130.4	126.3	136.1	164.4	159.5	167.0
CANADA.....	1,793,875	58,713,734	32.73	32.64	32.06	114.9	113.2	113.2	145.6	143.1	141.1
(b) CITIES											
Montreal.....	270,924	8,757,196	32.32	31.96	32.00	122.6	119.1	119.9	154.6	148.7	150.6
Quebec City.....	25,349	713,034	28.13	28.29	28.22	105.2	104.6	128.6	141.0	141.0	172.9
Toronto.....	234,397	7,794,138	33.25	32.96	32.66	114.9	113.8	117.3	142.0	139.5	142.6
Ottawa.....	23,538	679,149	28.85	28.80	28.37	117.7	116.7	104.1	147.0	145.5	127.7
Hamilton.....	47,400	1,553,220	32.77	32.65	32.55	88.7	89.4	104.3	105.9	106.3	123.2
Windsor.....	32,064	1,197,431	31.35	31.03	30.72	101.1	103.1	112.4	100.1	101.2	118.2
Winnipeg.....	65,000	1,990,935	30.63	30.53	29.90	125.5	124.1	114.5	151.0	149.1	135.0
Vancouver.....	73,018	2,416,140	33.09	33.03	33.37	141.2	136.7	161.9	176.8	170.9	204.1
Halifax.....	22,085	645,307	29.22	29.51	29.42	125.8	125.0	136.4	160.8	161.4	176.5
Saint John.....	12,782	367,917	28.78	29.08	29.17	121.5	118.9	123.1	161.8	160.0	168.9
Sherbrooke.....	9,899	277,605	28.04	27.51	25.70	109.6	108.2	101.9	147.9	143.1	124.9
Three Rivers.....	10,314	329,186	31.92	32.16	28.97	129.1	126.6	118.2	161.4	159.5	134.3
Kitchener-Waterloo.....	14,980	458,833	30.63	30.54	29.83	100.1	98.6	112.5	134.7	132.3	147.3
London.....	23,715	730,949	30.82	30.93	30.20	132.9	132.1	119.6	160.4	159.9	142.9
Fort William-Port Arthur.....	10,510	374,503	35.63	35.67	34.07	74.4	74.5	78.0	99.1	99.3	99.5
Regina.....	10,758	317,943	29.55	29.77	27.72	118.4	112.2	109.5	152.6	145.6	132.3
Saskatoon.....	7,692	224,965	29.25	29.05	26.87	154.2	154.5	126.6	204.8	203.7	154.4
Calgary.....	19,795	635,824	32.12	32.09	31.44	124.8	124.8	113.4	153.2	153.1	137.5
Edmonton.....	19,882	605,681	30.46	30.62	29.76	144.5	142.6	125.6	180.4	179.0	154.4
Victoria.....	12,665	400,655	31.63	31.70	32.70	148.5	150.2	174.8	187.3	189.8	228.9
(c) INDUSTRIES											
Manufacturing.....	982,364	32,172,582	32.75	32.66	32.58	111.4	109.6	118.2	140.1	137.5	148.0
Durable Goods ¹	444,046	15,417,564	34.72	34.62	35.38	104.3	103.8	122.1	128.5	127.4	154.2
Non-Durable Goods.....	513,666	15,831,199	30.82	30.68	29.53	117.4	114.6	114.7	153.0	148.6	142.7
Electric Light and Power.....	24,652	923,819	37.47	37.84	36.17	128.8	127.7	108.7	148.7	148.9	121.7
Logging.....	58,117	1,871,205	32.20	32.25	27.47	121.4	119.1	114.6	196.1	192.8	158.2
Mining.....	73,477	2,873,213	39.10	38.84	38.25	87.9	88.4	81.2	109.0	108.8	98.5
Communications.....	41,062	1,328,047	32.34	32.38	31.75	157.3	155.5	127.0	186.9	184.9	148.9
Transportation.....	168,042	6,677,520	39.74	39.56	38.59	132.8	131.2	129.9	161.2	158.6	156.1
Construction and Maintenance.....	194,893	6,262,971	32.14	31.96	30.63	109.5	106.5	89.1	153.3	148.4	119.8
Services.....	60,385	1,269,991	21.03	20.83	19.78	138.9	139.3	124.7	181.5	180.3	154.0
Trade.....	215,535	6,258,205	29.04	29.10	27.28	122.7	121.2	109.8	151.6	150.1	127.3
Eight Leading Industries.....	1,793,875	58,713,734	32.73	32.64	32.06	114.9	113.2	113.2	145.6	143.1	141.1
Finance.....	76,701	2,681,001	34.95	34.65	33.53	127.3	124.5	112.0	154.3	149.7	130.2
Total—Nine Leading Industries.....	1,870,576	61,394,735	32.82	32.72	32.11	115.3	113.7	113.2	145.9	143.4	140.6

¹This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber musical instruments and clay, glass and stone products.

workers which has taken place over a period of some months, but a more important reason is of course the payment of higher wage-rates in numerous industries and establishments. As compared with September 1, 1945, there was an increase of 1.5 per cent in the total number of persons in recorded employment in the eight leading industries of 3.2 per cent in the index of aggregate payrolls, and of 2.1 per cent in the per capita weekly earnings.

If the statistics for the finance group are included with those just given for the eight leading industries, the survey shows that the number in recorded employment at September 1 was 1,870,576, as compared with 1,843,068 at August 1. The latest aggregate of weekly payrolls was \$61,394,735, considerably exceeding the total of \$60,308,545 disbursed at August 1. The average earnings in the nine leading industries were \$32.82, as compared with \$32.72 at August 1, 1946, and \$32.11 at September 1, 1945.

Table 11 summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic

areas, and the 20 leading industrial cities, and gives comparisons as at August 1, 1946, and September 1, 1945. Table 1 contains a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1942. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100.

Table 1 indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 14.9 per cent, while the aggregate weekly payrolls of these workers are higher by 45.6 per cent. Including finance, the gain in employment from June 1, 1941, to September 1, 1946, amounted to 15.3 per cent, and that in payrolls, to 45.9 per cent. The explanation given in preceding reports for the relatively greater rise in the salaries and wages than in the num-

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1930.....	116.6	122.5	.....	.....	.....	113.6	113.6	129.8	.....	.....	.....	114.6
Sept. 1, 1931.....	107.1	102.7	.....	.....	.....	109.8	100.7	130.0	.....	.....	.....	96.6
Sept. 1, 1932.....	86.0	87.8	.....	.....	.....	85.3	85.1	91.6	.....	.....	.....	82.8
Sept. 1, 1933.....	88.5	91.5	.....	.....	.....	87.0	88.1	90.7	.....	.....	.....	89.2
Sept. 1, 1934.....	98.8	101.8	.....	.....	.....	95.4	103.3	92.9	.....	.....	.....	96.2
Sept. 1, 1935.....	102.7	107.0	.....	.....	.....	99.3	103.9	100.5	.....	.....	.....	108.0
Sept. 1, 1936.....	107.1	114.4	.....	.....	.....	103.0	108.1	107.4	.....	.....	.....	109.3
Sept. 1, 1937.....	123.2	135.4	87.9	133.5	140.5	124.5	125.0	109.4	100.2	128.3	110.0	121.2
Sept. 1, 1938.....	115.1	113.2	112.7	122.2	102.4	118.1	115.0	112.2	100.6	136.2	114.2	112.0
Sept. 1, 1939.....	119.6	116.4	111.6	125.6	105.3	128.5	116.2	114.0	104.2	128.9	119.2	116.6
Sept. 1, 1940.....	131.6	127.3	117.0	136.7	116.4	136.4	134.8	117.0	109.1	119.3	127.8	126.7
Sept. 1, 1941.....	162.7	164.1	130.2	182.1	143.8	169.9	169.0	136.1	130.5	132.2	147.5	149.8
Sept. 1, 1942.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.4
Sept. 1, 1943.....	186.2	187.8	121.5	210.2	163.4	200.7	186.1	145.3	139.1	137.7	159.9	198.8
Sept. 1, 1944.....	185.5	184.5	134.4	199.2	168.8	200.0	186.5	150.3	143.3	145.5	164.0	188.1
Sept. 1, 1945.....	172.8	173.2	131.2	189.1	155.5	178.1	175.2	147.2	140.8	142.6	159.9	183.6
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Mar. 1.....	167.0	164.4	125.1	172.1	157.0	171.8	173.6	145.3	139.7	135.7	160.0	156.4
Apr. 1.....	168.9	168.8	127.5	173.0	166.0	172.5	175.5	146.3	141.5	136.3	161.6	160.7
May 1.....	169.3	167.8	133.7	176.1	159.2	170.3	176.7	149.1	142.4	143.3	163.0	163.9
June 1.....	169.9	172.9	132.2	180.4	165.7	174.8	178.4	153.3	144.3	149.4	169.6	139.3
July 1.....	173.6	176.0	136.0	184.1	168.2	175.4	179.6	158.2	148.4	153.3	176.3	162.2
Aug. 1.....	172.8	168.4	142.4	177.1	158.8	177.5	174.8	161.0	150.4	156.5	179.9	170.4
Sept. 1.....	175.4	171.4	146.9	178.0	164.3	181.5	176.0	162.1	152.3	157.1	180.4	175.9
Relative Weight of Employment by Provinces and Economic Areas as at Sept. 1, 1946	100.0	7.4	.2	4.2	3.0	30.3	40.7	12.4	5.6	2.4	4.4	9.2

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Sept. 1 1946	Aug. 1 1946	Sept. 1 1945	Sept. 1 1939
Manufacturing	54.8	187.1	184.2	198.6	115.3
Animal products—edible.....	2.8	252.0	250.8	235.2	159.9
Fur and products.....	0.2	160.7	159.7	141.3	107.8
Leather and products.....	1.8	156.4	154.8	141.9	116.9
Boots and shoes.....	1.1	144.0	143.4	131.0	119.3
Lumber and products.....	4.3	141.8	138.8	130.9	92.6
Rough and dressed lumber.....	2.4	122.2	119.0	111.1	86.6
Furniture.....	0.8	156.5	152.8	131.4	84.2
Other lumber products.....	1.1	201.2	200.2	205.6	119.8
Musical instruments.....	0.1	38.3	38.0	30.4	59.9
Plant products—edible.....	3.7	200.1	189.9	177.0	143.7
Pulp and paper products.....	5.8	167.1	165.7	148.3	110.1
Pulp and paper.....	2.6	155.0	153.5	137.5	99.4
Paper products.....	1.1	243.3	240.6	221.6	132.7
Printing and publishing.....	2.1	157.5	156.7	138.2	116.1
Rubber products.....	0.8	110.7	109.9	178.0	112.2
Textile products.....	7.8	160.4	156.8	156.2	119.9
Thread.....	2.8	161.5	155.1	156.9	127.9
Cotton yarn and cloth.....	1.0	96.0	86.3	106.8	98.8
Woollen yarn and cloth.....	0.8	187.5	187.3	167.0	133.3
Artificial silk and silk goods.....	0.7	710.2	706.4	614.8	423.5
Hosiery and knit goods.....	1.3	153.5	153.9	145.7	121.8
Garments and personal furnishings.....	2.8	159.8	156.4	158.4	114.7
Other textile products.....	0.9	169.7	168.6	163.4	107.9
Tobacco.....	0.6	121.0	114.4	121.5	101.3
Beverages.....	1.0	308.9	300.2	274.6	181.8
Chemicals and allied products.....	2.3	317.2	317.3	389.9	163.4
Clay, glass and stone products.....	1.1	163.5	170.5	145.5	99.4
Electric light and power.....	1.4	193.0	191.4	162.9	142.8
Electrical apparatus.....	2.2	268.1	255.0	279.9	132.4
Iron and steel products.....	14.8	196.5	197.0	253.7	94.1
Crude, rolled and forged products.....	1.4	189.1	190.9	237.7	129.3
Machinery (other than vehicles).....	1.4	234.0	236.0	216.3	115.9
Agricultural implements.....	0.8	166.0	165.3	139.9	45.0
Land vehicles and Aircraft.....	5.7	164.8	165.8	212.1	82.7
Automobiles and parts.....	2.0	240.3	241.6	269.3	101.6
Steel shipbuilding and repairing.....	1.3	477.1	490.8	1,068.2	61.0
Heating appliances.....	0.4	198.2	198.3	180.0	135.1
Iron and steel fabrication (n.e.s.).....	0.6	181.7	178.9	249.5	110.5
Foundry and machine shop products.....	0.5	216.6	209.0	211.9	109.2
Other iron and steel products.....	2.7	219.2	213.5	277.6	105.2
Non-ferrous metal products.....	2.3	287.6	285.4	315.6	159.5
Non-metallic mineral products.....	0.9	220.2	213.1	223.2	160.4
Miscellaneous.....	0.9	286.7	287.9	325.9	149.1
Logging	3.2	192.1	188.5	181.4	60.3
Mining	4.1	155.7	156.6	143.9	168.0
Coal.....	1.4	92.8	92.4	89.4	87.8
Metallic ores.....	1.9	266.4	266.7	241.5	351.7
Non-metallic minerals (except coal).....	0.8	202.4	209.4	181.1	153.0
Communications	2.3	152.9	151.1	123.4	87.3
Telegraphs.....	0.4	139.6	138.3	135.4	98.2
Telephones.....	1.9	155.8	153.8	119.7	84.3
Transportation	9.3	131.2	129.6	128.3	90.0
Street railways and cartage.....	3.1	214.5	213.3	196.4	130.6
Steam railways.....	4.9	110.3	109.3	111.1	77.9
Shipping and stevedoring.....	1.3	108.4	104.1	112.7	91.7
Construction and Maintenance	10.9	152.2	148.1	123.9	152.2
Building.....	4.1	164.7	162.3	115.2	80.5
Highway.....	4.5	199.7	190.0	158.3	309.7
Railway.....	2.3	94.9	94.4	101.7	77.5
Services	3.4	239.1	239.8	213.1	151.7
Hotels and restaurants.....	2.3	245.5	244.8	215.5	153.7
Personal (chiefly laundries).....	1.1	226.6	229.9	208.2	148.3
Trade	12.0	192.4	190.0	172.2	134.9
Retail.....	8.7	197.6	195.0	176.7	139.0
Wholesale.....	3.3	180.1	178.1	161.3	124.1
Eight Leading Industries	100.0	175.4	172.8	172.8	119.6
Finance		147.8	144.6	130.0	112.5
Banks and Trust Companies.....		150.4	144.8	133.4	104.0
Brokerage and Stock Market Operations.....		247.7	251.8	189.7	207.9
Insurance.....		138.4	138.2	122.1	120.6
Nine Leading Industries		174.0	171.5	170.8	119.3

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

bers employed may again be stated:—(1) the concentration of workers still existing in the more highly paid heavy manufacturing industries, in spite of the declines which preceded and followed the cessation of hostilities, and also in spite of continued industrial disputes, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944, (3) the progressive up-grading of employees as they gained experience in their work, (4) the granting of higher wage-rates in numerous cases, and (5) reductions in the numbers and proportions of women workers.

In spite of the recession in employment in munitions plants following the cessation of hostilities, and the serious losses resulting from the many important strikes recently in effect, employment in manufacturing as a whole showed an increase of 11.4 per cent at September 1 as compared with June 1, 1941, since when the reported payrolls have risen by 40.1 per cent. In the non-manufacturing industries taken as a unit, the advance in employment since the commencement of the record of payrolls amounted at September 1 to 19.3 per cent, and that in the aggregate weekly salaries and wages, to 52.9 per cent. The relatively greater gains in the non-manufacturing classes generally reflect a situation differing markedly from that existing during the war.

It may also be noted that in the last 12 months, there has been a reduction of 5.8 per cent in employment, and of 5.4 per cent in the payrolls disbursed by the co-operating manufacturers, while the reported staffs of employers in the various non-manufacturing industries taken as a unit have risen by 12.2 per cent, and there has been an increase of 16.5 per cent in their salaries and wages.

In regard to the considerable variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with differences in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of outstanding importance.

Sex Distribution of Persons in Recorded Employment

Increased employment was indicated for workers of both sexes at September 1 as compared with a month earlier, according to the information furnished by firms in the eight leading industries; of the total indicated staff of 1,793,875 persons, 1,398,508 were men and 395,367 were women. The advance as compared with August 1 among workers of the former sex amounted to 1.3 per cent, and that among women, to 2.2 per cent; the increase among the latter was to a considerable extent seasonal in character, taking place largely in the food-processing industries. In each 1,000 persons in recorded employment at September 1, 780 were men and 220 were women. At August 1, the distribution was 781 men and 219 women per 1,000 employees.

In the nine leading industries, there was as compared with August 1 an increase of 27,508 workers, of whom 19,662 were men, and 7,846 were women. The gain among the former amounted to 1.4 per cent, and that among the latter, to 1.9 per cent. The proportions in this group of industries were 770 men and 230 women per 1,000; these ratios, which were the same as those at August 1, were smaller than those indicated in any of the earlier enquiries into sex distribution which have been made since 1942. The ratios of women per 1,000 persons in recorded employment had reached its highest point at October 1, 1944, when the proportion in the eight industries was 261, and in the nine major industrial divisions, 271 per 1,000. The completion or the curtailment of war work is obviously a factor of very great importance in the declines recently indicated in the numbers and the ratio of women workers, but the seasonal element and the existence of widespread industrial disputes at the date under review also substantially affected the situation. The last two factors lower the value of comparisons of the latest data with those obtained in the earlier surveys into sex distribution, made as at October 1 in 1942-45, and at April 1 in 1944, 1945 and 1946.

Increases in the number of men were reported in manufacturing, logging, communications, transportation, construction, services and trade, those in manufacturing and construction being most noteworthy. Among women, the gains took place largely in manufacturing, and as already stated, mainly in food-processing factories. Communications, transportation and trade also provided work for greater numbers of female employees than had been the case at August 1.

TABLE V.—SEX DISTRIBUTION OF WORKERS IN RECORDED EMPLOYMENT

Geographical and Industrial Unit	Sept 1, 1946 ²				Aug., 1, 1946		July 1, 1946		April 1, 1946		April 1, 1945	
	Men		Women		Men		Women		Men		Women	
	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES												
Maritime Provinces.....												
Prince Edward Island.....	115,598	20,674	84.8	15.2	84.8	15.2	85.3	14.7	84.7	15.3	83.2	16.8
Nova Scotia.....	2,518	828	75.3	24.7	74.4	25.6	73.8	26.2	69.7	30.3	67.6	32.4
New Brunswick.....	66,539	10,760	86.1	13.9	86.1	13.9	86.4	13.6	85.9	14.1	84.3	15.7
Quebec.....	46,541	9,086	83.7	16.3	83.6	16.4	84.4	15.6	84.0	16.0	82.3	17.7
Ontario.....	430,177	133,583	76.3	23.7	76.4	23.6	75.8	24.2	74.6	25.4	73.0	27.0
Prairie Provinces.....	573,318	192,590	74.9	25.1	74.8	25.2	75.0	25.0	74.6	25.4	70.2	29.8
Manitoba.....	184,280	49,780	78.7	21.3	79.0	21.0	78.4	21.6	77.8	22.2	74.7	25.3
Saskatchewan.....	80,937	24,482	76.8	23.2	77.2	22.8	76.2	23.8	75.7	24.3	71.9	28.1
Alberta.....	37,455	9,536	79.7	20.3	80.4	19.6	79.6	20.4	77.9	22.1	75.5	24.5
British Columbia.....	65,888	15,762	80.7	19.3	80.5	19.5	80.7	19.3	80.3	19.7	77.9	22.1
	136,141	34,435	79.8	20.2	80.4	19.6	80.0	20.0	81.0	19.0	79.4	20.6
Canada.....	1,439,514	431,062	77.0	23.0	77.0	23.0	76.9	23.1	76.3	23.7	75.3	26.7
(b) CITIES												
Montreal.....												
Quebec.....	200,656	86,198	70.0	30.0	70.2	29.8	69.6	30.4	67.7	32.3	66.4	33.6
Toronto.....	18,905	7,695	71.1	28.9	71.4	28.6	70.7	29.3	70.5	29.5	69.9	30.1
Ottawa.....	166,091	85,447	66.0	34.0	65.7	34.3	65.7	34.3	65.4	34.6	60.4	39.6
Hamilton.....	17,790	9,449	65.3	34.7	64.5	35.5	64.1	35.9	63.5	36.5	59.4	40.6
Windsor.....	34,121	14,590	70.0	30.0	70.5	29.5	72.9	27.1	72.2	27.8	67.3	32.7
Winnipeg.....	27,301	5,411	83.5	16.5	83.9	16.1	83.6	16.4	84.9	15.1	80.9	19.1
Vancouver.....	47,595	21,355	69.0	31.0	69.7	30.3	68.4	31.6	67.9	32.1	63.6	36.4
Halifax.....	54,735	21,573	71.7	28.3	71.3	28.7	71.1	28.9	71.4	28.6	71.7	28.3
Saint John.....	16,151	5,934	73.1	26.9	73.3	26.7	73.0	27.0	75.9	24.1	75.7	24.3
Sherbrooke.....	9,064	3,718	70.9	29.1	71.4	28.6	70.6	29.4	74.4	25.6	73.6	26.4
Three Rivers.....	6,209	3,690	62.7	37.3	63.3	36.7	63.3	36.7	62.4	37.6	59.6	40.4
Kitchener-Waterloo.....	7,903	2,411	76.6	23.4	75.7	24.3	74.2	25.8	72.2	27.8	69.9	30.1
London.....	9,945	5,035	66.4	33.6	66.8	33.2	68.0	32.0	68.1	31.9	63.1	36.9
Ft. William-Pt. Arthur.....	16,437	7,278	69.3	30.7	69.6	30.4	68.4	31.6	67.2	32.8	63.3	36.7
Regina.....	8,936	1,574	85.0	15.0	84.9	15.1	84.8	15.2	83.3	16.7	73.8	26.2
Saskatoon.....	6,588	4,170	61.2	38.8	63.4	36.6	63.2	36.8	61.3	38.7	57.2	42.8
Calgary.....	5,579	2,113	72.5	27.5	72.8	27.2	70.2	29.8	69.1	30.9	64.1	35.9
Edmonton.....	14,982	4,813	75.7	24.3	75.3	24.7	75.1	24.9	73.9	26.1	70.8	29.2
Victoria.....	13,888	5,994	69.9	30.1	69.8	30.2	69.6	30.4	67.3	32.7	61.7	38.3
	9,411	3,254	74.3	25.7	73.6	26.4	74.1	25.9	74.8	25.2	74.8	25.2
(c) INDUSTRIES												
Manufacturing.....	750,959	31,405	76.4	23.6	76.8	23.2	76.7	23.3	75.9	24.1	72.8	27.2
Durable Goods ¹	392,675	51,371	88.4	11.6	88.4	11.6	88.2	11.8	87.8	12.2	83.3	16.7
Non-Durable Goods.....	336,196	177,470	65.5	34.5	65.9	34.1	65.6	34.4	64.6	35.4	60.3	39.7
Electric Light and Power.....	22,088	2,564	89.6	10.4	89.5	10.5	89.4	10.6	88.2	11.8	86.4	13.6
Logging.....	57,016	1,101	98.1	1.9	98.0	2.0	98.0	2.0	98.4	1.6	98.3	1.7
Mining.....	71,659	1,818	97.5	2.5	97.5	2.5	97.6	2.4	97.7	2.3	97.0	3.0
Communications.....	18,718	22,344	45.6	54.4	45.5	54.5	45.6	54.4	45.6	54.4	43.2	56.8
Transportation.....	156,219	11,823	93.0	7.0	93.0	7.0	93.1	6.9	92.5	7.5	91.7	8.3
Construction and Maintenance.....	191,210	3,683	98.1	1.9	98.1	1.9	98.0	2.0	97.5	2.5	96.6	3.4
Services.....	27,719	32,666	45.9	54.1	44.6	55.4	44.7	55.3	44.5	55.5	40.7	59.3
Trade.....	125,008	90,527	58.0	42.0	58.5	41.5	57.8	42.2	57.1	42.9	51.2	48.8
Eight Leading Industries.....	1,398,508	395,367	78.0	22.0	78.1	21.9	77.9	22.1	77.4	22.6	74.3	25.7
Finance.....	41,006	35,695	53.5	46.5	51.5	48.5	51.4	48.6	51.2	48.8	46.0	54.0
Total—All Industries.....	1,439,514	431,062	77.0	23.0	77.0	23.0	76.9	23.1	76.3	23.7	73.3	26.7

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power. ² The August data are subject to revision.

Report on Employment Conditions, October, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

SETTLEMENT of major strike issues during October greatly eased the employment situation, as reported by National Employment Service offices. The vast majority of strikers have returned to work while persons temporarily laid-off are being recalled as the free flow of vital raw materials is resumed. Employment prospects in manufacturing firms will continue at a high level due to the present overwhelming demand for consumer and producer goods. Another levelling factor is that an "all-time" high has been reached in labour needs of the logging camps. These two factors will offset the normal slackening in seasonal activity. Pockets of unemployment are commencing to appear in the Prairie and Pacific regions which are particularly sensitive to seasonal fluctuations in industrial activity. The shortages of women in the labour market continue although this situation eased slightly during October.

Unfilled vacancies¹ in occupations other than agriculture totalled 136,106 at October 24, an approximately equal number to those reported five weeks earlier. Unplaced applicants,² on the other hand, dropped by 7,401 during the period and at the October date numbered 134,574. The labour demand and supply situation shows relatively little change from that reported one year previous. At October 19, 1945, unfilled vacancies numbered 136,806 while unplaced applicants at that date totalled 140,147.

Table I shows labour demand and supply by main occupational group and by sex as at October 24, 1946. Table II presents a monthly comparison of total labour demand and supply. Table III shows unfilled vacancies classified by main industry group and by sex, as at October 24, 1946, with absolute and percentage changes in total demand during the last month.

¹Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

²Unplaced applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

Clerical Workers—The contraction of vacancies in clerical occupations continued during October. Placements in this field, however, showed substantial gains during the past few months as employers replaced the temporarily employed students who withdrew at the commencement of the school term. A surplus of married women has persisted in this line of work since the end of the war. The income tax regulations scheduled to come into force in 1947 will tend to force many of these job-seekers out of the labour market. In addition, many of the married women who are now employed are expected to withdraw from the labour force. This action will greatly intensify the already serious shortage of qualified help. The prevailing surplus supply situation in British Columbia has been further aggravated by the arrival of many job-seekers from the Prairie provinces. Acute shortages of clerical help continue to exist in Montreal and Toronto. At October 24, there were 6,579 clerical workers required while the available supply numbered 19,049 (8,211 male and 10,838 female). The number of female stenographers and typists required totalled 2,295 with applicants registered in this group slightly in excess of demand.

Sales Workers—Placing of orders for Christmas help will commence shortly. Similar arrangements to those successfully implemented during 1945 will be undertaken, including the recruiting of school students for temporary help. Although temporary labour needs are usually easily met, the shortage of experienced help continues to thwart seriously expansion of retail trade establishments. It is extremely doubtful that employment offices could cope with any mass withdrawal of married women at the beginning of 1947. Employers may be forced to accept inexperienced help and conduct specialized courses to train their employees. At October 24, vacancies totalled 4,089 while unplaced applicants at that date numbered 9,400. Surpluses of sales clerks are especially pronounced in the Maritime, Quebec, and Prairie regions.

Service Workers—A slight improvement in the overall labour situation for service workers was evident in October. Many of the long under-staffed hotels and restaurants have been relieved by the influx of workers released at the termination of the summer tourist traffic. With alternative positions in clerical work declining, applicants are accepting this type of service work more readily. Demand for domestic servants, however, remains unsatisfied, although the available labour supply increased somewhat during October. Recruit-

ing campaigns for securing "Home-Aides" from among high school students have been launched in some of the larger centres. It is hoped that this appeal will be successful in obtaining labour to meet the most urgent demand for household help. A surplus of hairdressers has recently developed with a group of ex-service women having graduated from Vocational Training schools unable to secure positions. A surplus of male service workers persists, many of whom are elderly or physically handicapped. At October 24, the demand and supply of male service workers were 2,306 and 7,082 respectively. The situation for female workers, however, presented a demand for slightly more than 10,000 persons while available supply was fewer than half the number required. More than one-third of the female labour needs were in the domestic field.

Skilled and Semi-skilled Workers

The severe set-back suffered by industry due to the prolonged strike action continues to hamper industrial activity. However, the recent settlement of major strike issues has already resulted in thousands of strikers returning to their jobs. In addition, many of those temporarily laid off due to stoppages in material supply lines have been recalled to work. Reporting of vacancies for skilled industrial help receded during October but this was more than offset by an influx of orders for loggers. Similarly, vacancies dropped in the construction industry while jobs available in the mining camps showed an upward movement. The overall demand for skilled and semi-skilled workers was nearly double the available supply. At October 24, demand totalled 71,795 while the number available at

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX AS AT OCTOBER 24, 1946

(excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,482	437	1,919	4,970	753	5,723
Clerical Workers.....	1,631	4,948	6,579	8,211	10,838	19,049
Sales Workers.....	1,907	2,182	4,089	4,710	4,690	9,400
Service Workers.....	2,306	10,115	12,421	7,082	4,905	11,987
Fishermen.....	58	.....	58	388	.....	388
Skilled and Semi-skilled Workers.....	62,666	9,129	71,795	34,184	5,226	39,410
Food and Kindred Products.....	334	.....	334	524	.....	524
Textiles, Clothing, etc.....	1,001	7,278	8,279	461	2,397	2,858
Lumber and Wood Products.....	47,032	.....	47,032	1,735	.....	1,735
Electrical.....	274	.....	274	1,317	.....	1,317
Mining.....	2,005	.....	2,005	543	.....	543
Construction.....	5,323	.....	5,323	4,145	.....	4,145
Metalworking.....	1,634	131	1,765	8,073	591	8,664
Other Skilled and Semi-skilled Workers.....	5,063	1,720	6,783	17,386	2,238	19,624
Unskilled Workers.....	24,500	14,745	39,245	43,051	5,566	48,617
Total.....	94,550	41,556	136,106	102,596	31,978	134,574

TABLE II.—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH

(excluding Agriculture)

Date		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
October	20, 1944.....	148,811	49,566	198,377	35,384	30,011	65,395
October	19, 1945.....	104,556	32,250	136,806	106,085	34,062	140,147
November	23, 1945.....	72,236	28,968	101,204	134,238	37,530	172,068
December	21, 1945.....	53,515	26,026	79,541	150,583	34,691	185,274
January	24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
February	21, 1946.....	43,983	31,907	75,890	208,822	47,229	256,051
March	21, 1946.....	43,824	34,362	78,186	214,867	48,348	263,215
April	25, 1946.....	57,706	41,075	98,781	189,956	49,469	247,751
May	23, 1946.....	66,327	44,080	111,307	189,956	41,788	211,744
June	20, 1946.....	65,857	48,562	114,419	147,594	38,261	185,855
July	25, 1946.....	63,813	42,408	106,321	130,200	35,101	165,301
August	22, 1946.....	66,896	45,569	112,465	113,052	32,489	145,541
September	19, 1946.....	89,241	46,362	135,603	111,146	30,829	141,975
October	24, 1946.....	94,550	41,556	136,106	102,596	31,978	134,574

that date was 39,410. Loggers comprised 63 per cent of demand but only 3 per cent of these applicants were seeking this type of work.

Textile Workers—Expansion in the textile industry continues to be hampered by the lack of labour, both skilled and unskilled. To relieve the shortage of skilled help, the Ontario Board of Education, in close collaboration with the Federation of Textile Technical Associations has opened a textile school offering short-term courses, night classes and eventually

a course giving a recognized academic degree. Some local employment offices have eased the tight labour situation by arranging for married women to have textile machines installed in their homes. Other local offices report that applicants are reluctant to accept textile work despite the improved wages rates, hours of pay, and working conditions conceded in recent labour-management negotiations. There were 8,279 textile workers required at October 24 while unplaced applicants numbered 2,858. Demand for women out-

TABLE III.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT OCTOBER 24, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from September 19, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	40,633	14	40,647	+11,220	+38.1
Lumber.....	7,227	9	7,236	— 123	— 1.7
Other logging.....	372	6	378	— 39	— 9.4
Total.....	48,232	29	48,261	+11,058	+29.7
Mining—					
Coal.....	1,615	1	1,616	+ 170	+11.8
Metallic ores—					
Iron.....	43	.....	43	+ 11	+34.4
Gold.....	1,659	6	1,665	+ 71	+ 4.5
Nickel.....	321	.....	321	+ 86	+36.6
Copper.....	386	.....	386	+ 143	+58.8
Other metallic ores.....	78	5	83	— 54	—39.4
Non-metallic minerals.....	365	24	389	+ 104	+36.5
Prospecting and oil producing.....	43	1	44	— 87	—60.4
Total.....	4,510	37	4,547	+ 444	+10.8
Manufacturing—					
Food and kindred products (including tobacco).....	2,385	3,406	5,791	— 2,181	—27.4
Textiles and apparel.....	1,927	11,473	13,400	— 121	— 0.9
Lumber and finished lumber products.....	2,614	360	2,974	— 834	—21.9
Pulp and paper products (including printing).....	1,303	1,856	3,159	— 621	—16.4
Chemicals and allied products.....	473	456	929	+ 29	+ 3.2
Petroleum and coal products.....	80	26	106	— 54	—33.8
Rubber products.....	269	317	586	+ 239	+68.9
Leather and leather products.....	575	1,052	1,627	— 96	— 5.6
Stone, clay and glass products.....	612	113	725	— 173	—19.3
Iron and steel products.....	1,393	384	1,777	— 79	— 4.3
Non-ferrous metals and products.....	668	360	1,028	— 169	—14.1
Machinery.....	1,181	909	2,090	— 86	— 4.0
Automobile and equipment.....	141	77	218	— 70	—24.3
Other transportation equipment.....	520	64	584	— 713	—55.0
Other manufacturing.....	503	892	1,395	— 120	— 7.9
Total.....	14,644	21,745	36,389	— 5,049	—12.2
Construction.....	10,957	52	11,009	— 746	— 6.4
Transportation.....	3,282	141	3,423	— 938	—21.5
Communications and Other Public Utilities.....	1,310	770	2,080	+ 361	+21.0
Trade—					
Wholesale.....	1,445	723	2,168	— 712	—24.7
Retail.....	2,699	4,463	7,162	— 500	— 6.5
Total.....	4,144	5,186	9,330	— 1,212	—11.5
Finance, Insurance, Real Estate.....	1,151	1,169	2,320	— 152	— 6.2
Service—					
Public.....	1,854	915	2,769	— 251	— 8.3
Domestic.....	2,205	3,478	5,683	— 239	— 6.1
Personal.....	1,206	5,092	6,298	— 2,253	—26.4
Custom and repair.....	1,346	228	1,574	— 260	—14.2
Other service.....	1,595	2,558	4,153	— 586	—12.4
Total.....	6,206	12,271	18,477	— 3,589	—16.3
Grand Total.....	94,436	41,400	135,836	+ 177	+ 0.1

numbered supply by 3 to 1. The most pressing need was reported for female sewing machine operators which totalled 4,818 at that date.

Loggers—Demand for loggers has currently reached the highest point yet recorded. Labour requirements totalling more than 45,000 now are on file at employment offices. Expansion of employment has been gaining momentum, with workers recruited from food processing plants and farms where seasonal activity has slackened. The current labour unrest in the Ontario lumber camps however, has forced many workers to return to their homes and an early return of these workers to the camps appears doubtful. The number of skilled woods labour secured will largely determine the extent to which unskilled help may be effectively utilized. Vacancies at October 24, numbering 45,508 increased by more than 30 per cent during the five-week period. Available supply, although increasing during the month, totalled only 1,120 at that date.

Miners—With the settlement of labour disputes in many of the mining camps, employers are renewing their attempts to expand employment. Transfer of skilled miners from the depressed Cape Breton areas to the labour-starved hard-rock mines in Quebec and Ontario is to commence shortly. Similarly labour needs of the coal mines in British Columbia have been met by the movement of labour from Manitoba. The apprenticeship school set up in Nova Scotia to give intensified training courses has eased the shortage of certified coal miners greatly. The number of skilled and semi-skilled miners required at October 24 totalled 2,005, an increase of 16 per cent over the number reported five weeks earlier. Demand for coal miners at the October date numbered 1,203. The supply of available miners was small, meeting only one-quarter of the number required.

Construction Workers—The continuing shortages of cement, nails, electrical supplies, and soil pipe resulted in a marked contraction in available employment opportunities for construction tradesmen. However, with the rapid succession of settlements of labour disputes, the flow of vital raw materials should be improved shortly. Some areas report that inclement weather conditions have already hindered activity considerably. Vigorous attempts now are being made throughout the country to close in buildings in order that finishing work may be continued during

the winter months. At October 24, demand for skilled and semi-skilled construction workers numbered 5,323 while available supply totalled 4,145 at that date. Persistent shortages continue particularly among skilled carpenters, bricklayers, and plasterers.

Miscellaneous Workers—The absorption of war workers into peace-time industry has been progressing satisfactorily during the past six months. Since the end of April, the number of workers registering for metal-working jobs has been reduced by 52 per cent. At October 24, there were 8,664 seeking this type of work. Expansion of employment opportunities in this occupation has been limited with many of the vacancies on file requiring persons who have a thorough knowledge of the trade. Improvement in the labour situation for laundries has been evident during October although the high labour turnover in this industry has kept demand relatively high. At October 24, there were 522 female spotters and finishers required with only a limited supply presently available at employment offices. Demand for qualified auto mechanics continues active but few applicants now available can meet the strict requirements specified by employers.

Unskilled Workers

Absorption of unskilled labour progressed rapidly during October due to settlements reached in major strike actions. However, a decline in seasonal activity was reflected in a noticeable drop in jobs available for untrained help. Employment of manual labour in the construction industry will recede shortly as winter weather commences. Activity in food processing plants now has passed its peak and workers are gradually being released into the labour market. The meat packing industry, however, continues to offer numerous employment opportunities. A marked decline in vacancies available in the transportation industry followed the substantial gain in placements effected during September. In industries such as logging, mining, and textile, expansion of employment for unskilled labour depends largely on the availability of skilled workmen. A persistent demand for unskilled women continues and at the October date, vacancies outnumbered applicants by almost 3 to 1. Total vacancies for unskilled labour were 39,245 at October 24 while unplaced applicants numbered 48,617.

Regional Analysis

The Regional Analysis which follows is based on semi-monthly reports received from National Employment Service Offices across Canada. The report covers employment conditions during the month ended October 22, 1946.

Maritime Region

The Maritime labour market has gained little strength during the summer months in spite of seasonal expansion of employment in agriculture, fishing, transportation and general construction. The region now has a smaller percentage of the over-all unfilled vacancies and a greater percentage of the unplaced applicants than it had at the beginning of May. The completion of the summer seasonal employment now pushes the unemployment problem to the fore.

Agriculture.—Plans to meet the heavy demand for farm labour during the harvest season were carried out successfully, and adequate labour was made available to all areas when required. Excellent weather prevailed during the picking, which greatly assisted handling of the crops.

The potato harvest in New Brunswick has been completed. Seventy per cent of the potato crop in Prince Edward Island is harvested. Approximately 1,200 men have been sent there on clearance orders. A record crop is reported, but lack of shipping facilities is hampering its disposal.

Lumbering.—The logging industry expects to use 20,000 men in the 1946-47 season. However, 95 per cent of these must be experienced woodsmen. A few men are now in the woods but the greatest activity will be between November and January. All indications point to a heavy cut this year.

Fishing.—Fishing in the coastal waters of New Brunswick has practically ceased for the season. Good catches and high prices have been reported.

Training schools for fish cutters and filleters will alleviate the shortage of help in the cutting trades.

Coal Mining.—Daily output has risen slightly in the Nova Scotia fields, where almost all mines are working steadily. The supply of first-class miners is gradually increasing, and so the improvement in output is expected to continue.

Reports show that the apprenticeship school of the Dominion Coal Company is operating most satisfactorily. From 150 to 200 men will qualify as first-class miners within the next few months.

Strip mining in the Minto area is at 100 per cent capacity, but production is dropping slightly in some mines. First-class miners are difficult to obtain, while some underground men are taking advantage of the fine weather for hunting and woods work.

Manufacturing.—The steel strike settlement will materially improve the general employment situation, particularly in Cape Breton. About 5,000 workers are being reinstated at the steel plant and in related employment. Other Maritime employers are rebuilding their staffs in anticipation of orders and supplies as a result of the settlement. Manufacturing is not likely to be a reception industry for the unemployed, however, as no great expansion is expected for the winter other than the return to normal.

Construction.—The acute shortage of building material, especially cement, and the nearness of winter, have caused many prospective builders to cancel their projects temporarily. A scarcity of bricklayers is delaying a number of high priority jobs, and available apprentices cannot be employed without a nucleus of skilled men.

Transportation.—The export of apples and other farm products has stimulated waterfront activity at Halifax and Saint John. The supply of labour is adequate.

Bus lines are operating to capacity, but rail passenger traffic has dropped off considerably. Air lines are well patronized. Fine weather has enabled railway track maintenance work and ballasting to continue, thus providing employment for numerous men.

Quebec Region

The Quebec labour picture has brightened steadily during the past few months. At the end of October, 38 per cent of the unfilled vacancies in Canada and only 25 per cent of the unplaced applicants were located in this region. The increase in orders for labour is attributable chiefly to seasonal expansion in the logging industry. Two-thirds of the male vacancies are for loggers.

Agriculture.—Harvesting is over except for late root crops. The only existing farm labour demand is for permanent winter workers. The logging industry, however, is a strong competitor for such labour. The movement of Polish veterans to agriculture will probably fill the gap.

American farmers report that they were able to save their crops with the assistance of workers transferred from this region. The youth labour movement to farms this year

was very successful; most of the picking of beans, peas, small fruits, corn, etc., was handled by student workers.

Logging.—The early harvesting of farm crops has released thousands of men for woods employment, and the number of men on the job has been mounting steadily. The present level of employment is 6,000 higher than at any comparable time since 1940. Indications are that the supply of manpower this season will be 10 per cent greater than last year, and owing to the early start operators may better their production objective.

Small sawmill activity has largely been completed, and men are leaving mill work for the bush.

Mining.—A mining labour pool has been established to supply the Northwestern Quebec Mining Association of Val d'Or. The medical examination and the housing situation limit the number of suitable applicants.

Asbestos mining is quite active. One mine at Asbestos will require 300 men shortly. In the Thetford area the management of a mine, long-idle, has changed and production will soon begin again.

Manufacturing.—Material shortages are still impeding output in many plants. However, the end of lengthy strikes in the steel, electrical apparatus and soda ash industries will improve the supply situation in a few weeks. An upward trend in industrial activity is indicated in the near future. Many companies are re-calling employees now that supply lines are intact again. Glass manufacturers will re-hire 1,000 workers; the aluminium industry will add 1,000 workers to its payroll over the next ten months. In spite of the production obstacle of supply shortages the electrical goods industry needs an additional 500 workers immediately with its recent 5-day week agreement. The textile industry continues to expand although the lack of female workers is a great handicap. Plywood manufacturing throughout the province is progressing at full speed; the production of all wooden articles, clothes-pins, etc., is at a high level.

Some plants in the southeastern townships closed earlier in the month because of a reduced supply of power.

Montreal is suffering from an acute scarcity of womenpower—there are six jobs to every applicant. A surplus of 4,000 women workers exists throughout the rest of the province.

Construction.—All kinds of projects, commercial, industrial and residential, are under way but critical shortages of building materials and skilled tradesmen block progress. Many new plants and additions to old ones, are under construction, also

churches, schools and hospitals. Several large companies are building houses for their workers in areas where lack of housing prevents employment expansion.

Activity on road construction reached its peak at the beginning of October, when weather was most favourable.

Transportation.—Montreal will be firmly established as a base for heavy air-freight transportation within the next few months, as a result of arrangements with the International Air Transportation Association. About 2,000 agencies in Canada, the United States, Newfoundland and Bermuda will be set up to arrange travel, shipping and cargo forwarding by air to almost every part of the world.

Ontario Region

The end of October saw the settlement of many strikes which have fettered manufacturing during the summer. In the steel, rubber, chemicals and automobile industries, workers have returned to their jobs. These settlements will stimulate industrial expansion, once production gets under way again.

Agriculture.—Demand for farm workers naturally is decreasing, although the turnip, grape and sugar beet crops are still being harvested and fall ploughing has begun.

The sugar beet harvest is more than half completed; the sugar content is quite high but the tonnage is lighter than last year. Prisoners of war are being used extensively, and mechanical loaders are proving a definite labour-saving device. Strike-bound workers employed temporarily in agriculture, now are returning to industry. The interest in Polish veterans continues; applications to date total over 1,000.

Lumbering.—Labour demand in the lumber and pulpwood industry amounts to more than 10,000, the highest ever recorded. This is in addition to the 10,000 men who have already been provided for the lumber camps of the region. Demand will probably increase with the withdrawal of prisoner of war labour. A regional advertising campaign will start at the beginning of November, and it is hoped that this will relieve the situation.

Labour unrest in the industry has affected the Ontario region only slightly, at Timmins and in the Hearst area. The bulk of logging and pulpwood camps operated normally.

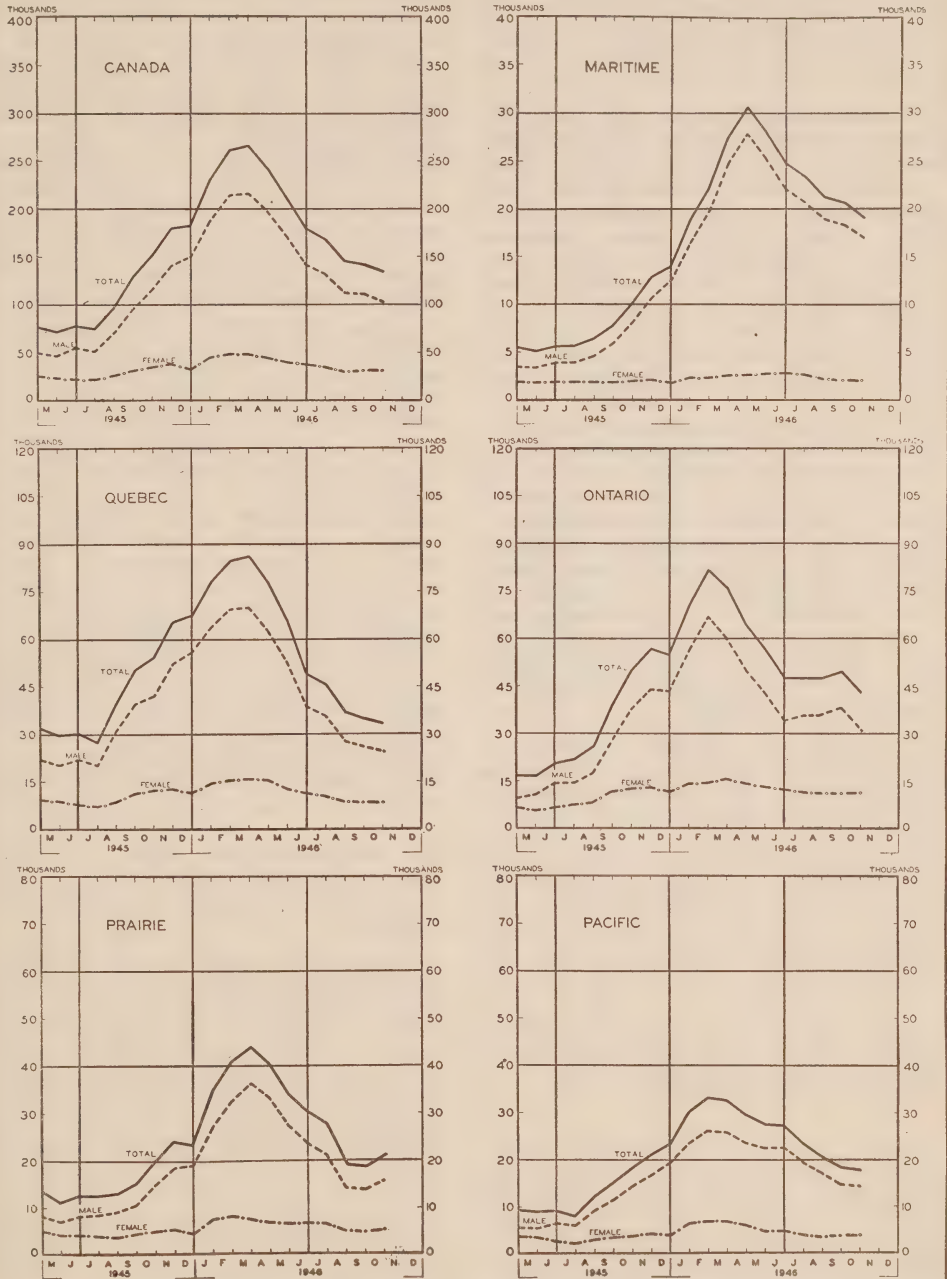
Sawmill output throughout the region is progressing satisfactorily. The seasonal cut of lumber and timber in the mills should approach a new high in production.

Mining.—Demand has slackened slightly but several hundred experienced men are still required. Physically fit, heavy labourers are

REGIONAL UNPLACED APPLICANTS

AS REPORTED BY THE

NATIONAL EMPLOYMENT SERVICE



needed urgently. Lack of provision for medical examination at the local level, as well as the shortage of transportation facilities, handicap placement operation.

Mine beginners and process labourers are most urgently needed at Sudbury, where the nickel industry would expand its output if sufficient labour were available. Approximately 500 men could be absorbed in that area alone.

Manufacturing.—The steel strike settlement at the beginning of October paved the way for a series of settlements through which some 24,000 workers returned to their jobs. Among these were 7,000 steelworkers, 7,500 rubber workers, 4,000 electrical apparatus workers and 3,500 automobile workers. Now that industrial strife has been settled, plans for expansion point to an all-time high in peacetime production during the winter. A lag in activity may exist for some time, however, until production again gets underway.

Foundry help heads the list of labour shortages. Forge machine operators, boiler-makers, blacksmiths, and sheet metal workers are some of the many types of tradesmen needed. Those industries producing consumer goods, which have not felt the effects of strikes as much as the producer goods industries, in general suffer a lack of unskilled, as well as skilled labour. The textile mills, food processing plants, biscuit and candy firms are among those seeking labour. In all industrial centres there is a steady demand for unskilled factory workers.

Construction.—Construction tradesmen of all types are still scarce, but employers do not seem to be pressing their labour demands as formerly, because of the short supply of many materials. Scarcities of structural steel, nails, soil pipe, and electrical fittings are the chief bottlenecks. It is doubtful whether the available supply of skilled tradesmen will improve, however, because of the tremendous program of construction both underway and in blueprint form.

Transportation.—The Great Lakes shipping season is drawing to a close, and orders for seamen are few. The railroads require husky men for unskilled labouring jobs.

Prairie Region

Labour demand has slackened in the Prairie region with the close of harvesting and other seasonal activity. The prospects of any major change in the demand for labour in any industry other than logging, are small. Unfilled vacancies in logging have been growing steadily and will rise sharply

when the labour unrest in the Thunder Bay area dies down.

Agriculture.—Farm labour requirements now are only for year-round workers; almost 900 orders have been received for Polish veterans.

Heavy rain and snow delayed harvesting in some parts of Alberta at the beginning of October, and operations are still in full swing in such areas. In Manitoba and Saskatchewan, however, farmers are now preparing for fall and winter conditions.

The sugar beet harvest is nearing completion. Prisoner of war labour is being shifted to the more backward areas. The shortage of workers in Lethbridge beet fields is serious; high-school students are being granted leave to supplement the available supply of civilian and prisoner of war labour.

Logging.—The strike in the Thunder Bay district is blocking seasonal expansion in the logging industry of the Fort William and Port Arthur areas. Some of the strike-bound workers have returned to their homes on the Prairies and in the East, and will not be available for work in this district when the strike is settled.

The Thunder Bay strike does not affect operations in the Fort Frances and Kenora districts. A strong demand continues in these areas for both experienced and inexperienced help, but the news of labour unrest discourages applicants and hinders placements.

In Saskatchewan, the Provincial Government's conservation program will curtail logging operations to some extent. In Alberta, demand for loggers is very heavy, but workers are accepting employment in the lumber industry of the Pacific region instead.

Fishing.—A heavy catch of pickerel is reported on Lake Winnipeg, and this has been accompanied by steady orders for filleters and loaders. Fall fishing on Lake Winnipegosis will commence in the middle of November.

Mining.—Gold mines in the Beardmore district have benefited from the labour unrest in the lumber industry, as some of the bush-workers on strike have accepted temporary mining employment as unskilled workers. There is still a shortage of experienced miners.

The base metal industry requires labourers, carpenters, mechanics and other skilled workers. Production will be maintained throughout the winter, but it is hoped that the demand for manpower will decrease.

The coal mining labour situation remains the same. There is a general demand for certificated miners; the lack of housing accommodation continues to be a major problem.

Manufacturing.—Food processing industries which were somewhat hampered by the farmers' delivery strike have now returned to normal production. The meat packing industry recovered rapidly. About 300 men are needed at Edmonton alone, and similar conditions exist at other packing house centres although demand is not as heavy. Canning plants will shut down shortly, releasing their seasonal staffs.

The sash-and-door industry is coping with bottlenecks of lumber and glass supplies. The textile industry in Winnipeg is making a substantial effort to obtain women workers by raising wage standards.

Construction.—Conditions in construction remain stable. Building materials are still in short supply. First-class tradesmen are scarce in many areas, particularly in Winnipeg, Edmonton and Red Deer.

Transportation.—Boat traffic at the head of the Lakes is not large in comparison with other years. However, ships will be transferred shortly from the ore and coal carrying trade to grain shipping.

In northern areas, all planes are grounded until sufficient ice forms for operations on skis. Railways require track maintenance men at various points.

Pacific Region

Indications are that the yearly peak in employment was reached early in October, as latest reports show a growing labour surplus and a reduction in job vacancies. Labour demand and supply are becoming stable, except in the logging industry, and turnover is declining. The seasonal trek of farm workers to off-season employment has begun, accompanied by a modest influx of persons from the Prairie provinces.

Agriculture.—Most crops have been harvested in the Fraser Valley area, and the chief demand now is for permanent labour. Many of the temporary harvest workers are accepting such employment.

Orders for orchard workers in the Okanagan district are dwindling. The largest apple crop yet recorded was handled this year—9,000,000 boxes, requiring 20,000 railway cars.

Applications for Polish farm workers have increased to 84. Farmers are hesitant about applying, as they are uncertain about the adaptability of the Polish workers especially when they must live in the farmer's home.

Lumbering.—The lack of suitable labour continues to present a serious problem for the logging industry. There are fewer men in the camps than there were in 1939, despite the fact that the current demand for lumber is three times what it was then. Higher wage

rates have not attracted the additional workers to the extent expected. Most operators will hire unskilled men for various occupations, but the need for key men is still the controlling factor.

The annual influx of workers from the Prairies, seeking off-season employment in British Columbia, has partially relieved the situation. Most of these have had previous experience in winter logging in B.C. camps.

Fishing.—Fall salmon fishing continues on a reduced scale as the majority of canneries have closed for the winter. The salmon season was disappointing, as catches were small.

Mining.—The gold mining industry is still beset with labour unrest. A heavy demand for all types of mine workers will result with the settlement of the dispute. The expansion planned will absorb several hundred men in addition to the pre-strike labour force. Gold placer mining in the Whitehorse and Dawson areas now is drawing to a close and many men are being laid-off.

The base metal industry at Trail requires at least 150 labourers. Specifications are for physically fit men between 18 and 40 years of age.

Coal mines report the continuing scarcity of certificated coal miners and unskilled underground labourers. Placements at Nanaimo cannot keep pace with separations from the industry.

Manufacturing.—The metal shortage continues to prevent expansion in the metal working industry. No shutdowns have occurred but many companies have reduced operations to some extent. A heavy backlog of orders is accumulating, and will maintain employment at a high level when the supply situation improves. The shipbuilding industry anticipates greater activity when steel shipments are resumed. Vancouver shipyards are fairly busy at present; shipwrights and joiners are needed at Victoria.

In the Fraser Valley, all food processing plants are closed for the season, and milk plants are slowly releasing workers.

Construction.—Construction is on the upswing in the Vancouver area, and carpenters and bricklayers are in great demand. Elsewhere, the supply situation handicaps building progress.

Transportation.—The season for navigation has closed in the north, and lay-offs are resulting. Marine diesel engineers are in short supply.

It is difficult to supply workers for railway maintenance work. Wages are low and living conditions unfavourable in comparison with other labouring jobs offered.

Man-Hours and Hourly Earnings, September 1, 1946

Manufacturing

INFORMATION received by the Dominion Bureau of Statistics from 6,176 manufacturers at September 1 showed an increase over August 1 in the total of hours worked and in the aggregate hourly wages. The advances in some cases resulted from the settlement of industrial disputes, but continued strikes in other industries and establishments directly and indirectly affected the situation to an important extent. The hourly-rated personnel rose from 702,485 in the last return, to 714,239 at the date under review, or by 1·7 per cent.

The aggregate hours were given as 30,490,055, exceeding by 0·9 per cent the total of 30,204,796 recorded for the week of August 1, while the wages advanced from \$21,139,093 at that date, to \$21,523,882 in the week of September 1, or by 1·8 per cent. The average hours fell from 43·0 in the preceding period of observation, to 42·7 in the week of September 1, but the average hourly rate increased from 70 cents in the week of August 1, to 70·6 cents in that ending September 1; the latter is the highest indicated in the record of 23 months. Previously, the maximum figure was that of 70·5 cents shown at Dec. 1, 1944, and again at May 1, 1945. The payment of higher wage rates in several industries was an important factor contributing to the increase in the average at the date under review. The

decline in the average time worked was due in part to recently-arranged reductions in the number of hours in the standard working week, but short time in certain establishments as a result of strikes also had an effect.

As compared with the week of September 1, 1945, there was a falling-off of 1·4 in the average hours worked by hourly-rated employees in manufacturing as a whole, accompanied by an increase of 1·4 cents in the average hourly rate, which a year ago had been given at 69·2 cents. The reported earnings had then included a higher proportion of over-time work at premium rates than in the period under review, which was the second in succession in which the general average of earnings per hour in manufacturing has exceeded that indicated 12 months earlier. This result largely reflects the influence of widespread wage increases recently authorized, which now appear sufficient to offset the effect of the important changes in the industrial distribution of wage-earners associated with the curtailment in war production which hitherto have resulted in a generally lower level of hourly earnings than was the case during the war.

The weekly wages stood at \$30.15 at the date under review, as compared with \$30.10 in the week of August 1, 1946, and \$30.52 at September 1, 1945, when as already stated,

TABLE I.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING AS A WHOLE AND IN THE MANUFACTURE OF DURABLE GOODS AND OF NON-DURABLE GOODS

Week Preceding	All Manu- factures	Average Hours Worked		All Manu- factures	Average Hourly Earnings	
		Durable Goods	Non- durable Goods		Durable Goods	Non- durable Goods
	No.	No.	No.	c.	c.	c.
Nov. 1, 1944.....	46·3	47·0	45·3	70·3	77·7	60·1
Dec. 1.....	46·3	46·9	45·5	70·5	77·9	60·4
*Jan. 1, 1945.....	39·6	39·7	39·5	70·0	77·1	60·9
Feb. 1.....	45·4	46·0	44·7	70·1	77·8	60·3
Mar. 1.....	45·8	46·5	45·0	70·1	77·8	60·3
*Apr. 1.....	43·6	44·2	42·7	70·4	78·0	60·9
May 1.....	45·5	46·2	44·5	70·5	78·2	60·9
June 1.....	44·3	44·7	43·9	70·3	77·5	61·4
July 1.....	44·3	45·0	43·3	70·1	77·0	61·2
Aug. 1.....	44·3	44·7	43·7	69·5	76·9	60·7
Sept. 1.....	44·1	44·2	44·0	69·2	76·5	60·9
Oct. 1.....	44·7	45·0	44·5	67·8	75·4	60·4
Nov. 1.....	44·9	45·3	44·6	67·5	74·8	60·6
Dec. 1.....	44·8	44·9	44·6	67·0	74·0	60·6
*Jan. 1, 1946.....	38·1	37·5	38·7	67·9	74·7	61·7
Feb. 1.....	44·1	44·4	43·8	68·1	75·2	61·3
Mar. 1.....	44·0	44·2	43·9	67·9	74·5	61·5
Apr. 1.....	44·4	44·6	44·2	63·4	75·1	61·8
*May 1.....	43·0	43·2	42·8	68·9	75·5	62·4
June 1.....	42·0	42·1	41·9	69·1	75·1	63·3
July 1.....	42·4	42·8	42·1	70·0	75·7	64·1
Aug. 1.....	43·0	43·2	42·8	70·0	75·8	64·4
Sept. 1.....	42·7	42·7	42·7	70·6	76·4	65·1

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1, and by the Easter holidays in the case of Apr. 1, 1945 and May 1, 1946.

the average hours per week were longer than at the beginning of September, 1946, a circumstance which counteracted the increase of 1.4 cents in the average hourly rate in the 12 months.

Hours Worked.—The aggregate hours worked in the co-operating manufacturing establishments at September 1 were reported as 30,490,055, being greater by 0.9 per cent than the total in the week of August 1. In both cases, these figures were affected by labour-management disputes. The aggregate hours in the production of durable manufactured goods, at 14,779,562, were lower by 0.9 per cent than was the case a month earlier, but

there was an increase of 2.7 per cent in the hours indicated in the light manufacturing industries, in which the weekly total was given as 15,710,493.

The statistics of average hours worked and average hourly earnings in manufacturing in the period for which data are available are summarized in Table 1.

The average hours recorded in manufacturing as a whole fell from 43.0 in the preceding period of observation, to 42.7 in the week of September 1, when it was lower than the mean of 44.1 hours indicated in the same week in 1945. In the heavy manufacturing industries, the average time worked declined from 43.2

TABLE II.—AVERAGE WEEKLY SALARIES AND WAGES, AND AVERAGE WEEKLY WAGES OF HOURLY RATED WAGE-EARNERS AS REPORTED IN MANUFACTURING AS A WHOLE, AND IN THE MANUFACTURE OF DURABLE GOODS AND OF NON-DURABLE GOODS

Week Preceding	All Manufactures ⁽¹⁾		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Nov. 1, 1944.....	33.13	32.55	36.67	36.52	28.99	27.23
Dec. 1.....	33.29	32.64	36.83	36.54	29.23	27.48
*Jan. 1, 1945.....	30.11	27.72	32.77	30.61	27.05	24.06
Feb. 1.....	32.98	31.83	36.44	35.79	29.06	26.95
Mar. 1.....	33.50	32.11	37.04	36.18	29.46	27.14
*Apr. 1.....	32.48	30.69	35.78	34.48	28.73	26.07
May 1.....	33.51	32.08	36.98	36.08	29.58	27.10
June 1.....	32.81	31.14	35.76	34.64	29.48	26.95
July 1.....	32.91	31.05	36.02	34.65	29.33	26.50
Aug. 1.....	32.65	30.79	35.67	34.37	29.33	26.53
Sept. 1.....	32.51	30.52	35.58	33.81	29.60	26.80
Oct. 1.....	32.45	30.31	35.57	33.93	29.61	26.88
Nov. 1.....	32.55	30.31	35.60	33.88	29.84	27.03
Dec. 1.....	32.32	30.02	35.20	33.23	29.83	27.03
*Jan. 1, 1946.....	29.32	25.87	31.30	28.01	27.57	23.88
Feb. 1.....	32.29	30.03	35.23	33.39	29.69	26.85
Mar. 1.....	32.29	29.88	34.90	32.93	29.98	27.00
Apr. 1.....	32.69	30.37	35.34	33.49	30.30	27.32
*May 1.....	32.10	29.63	34.51	32.62	29.89	26.71
June 1.....	31.67	29.02	33.79	31.62	29.80	26.52
July 1.....	32.21	29.68	34.39	32.40	30.23	26.99
Aug. 1.....	32.53	30.10	34.62	32.75	30.68	26.56
Sept. 1.....	32.63	30.15	34.72	32.62	30.82	26.80

*See footnote to Table 1.

(1) Exclusive of electric light and power.

TABLE III.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES, SEPTEMBER 1, 1946

	Average hours worked	Average hourly earnings
Nova Scotia.....	42.3	66.8
New Brunswick.....	45.0	64.8
Quebec.....	44.9	66.0
Ontario.....	41.5	72.3
Manitoba.....	42.2	70.9
Saskatchewan.....	42.9	70.9
Alberta.....	41.4	72.4
British Columbia.....	40.5	85.3
Montreal.....	43.0	70.4
Toronto.....	40.7	72.5
Hamilton.....	42.2	72.1
Winnipeg.....	41.9	70.4
Vancouver.....	39.4	84.3

TABLE IV.—AVERAGE HOURS AND AVERAGE HOURLY AND WEEKLY EARNINGS OF WAGE-EARNERS FOR WHOM DATA ARE AVAILABLE AT SEPT. 1, 1946, WITH COMPARATIVE FIGURES FOR AUG. 1, 1946 AND SEPT. 1, 1945.

(The latest figures are subject to revision).

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners Working shown in Col. 1
	Sept. 1 1946	Aug. 1 1946	Sept. 1 1945	Sept. 1 1946	Aug. 1 1946	Sept. 1 1945	Sept. 1 1946	Aug. 1 1946	Sept. 1 1945	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	No.	No.	No.	c.	c.	c.	\$	\$	\$	No.
MANUFACTURING	42.7	43.0	44.1	70.6	70.0	69.2	30.15	30.10	30.52	714,239
*Durable manufactured goods.....	42.7	43.2	44.2	76.4	75.8	76.5	32.62	32.75	33.81	346,490
Non-durable manufactured goods.....	42.7	42.8	44.0	65.1	64.4	60.9	27.80	27.56	26.80	367,749
Animal products—edible.....	42.8	42.8	45.3	66.1	65.3	62.4	28.29	27.95	28.27	23,728
Dairy Products.....	47.1	47.4	48.7	61.9	60.9	57.2	29.15	28.87	27.86	6,938
Meat products.....	40.9	40.2	43.6	72.1	72.0	68.4	29.49	28.94	29.82	17,441
Leather products.....	41.9	41.8	43.3	57.2	56.2	52.3	23.97	23.49	22.65	23,313
Leather boots and shoes.....	42.2	42.3	43.5	54.5	53.4	49.8	23.00	22.59	21.66	14,352
*Lumber products.....	43.3	43.7	44.2	66.0	65.6	60.0	28.58	28.67	26.52	62,886
Rough and dressed lumber.....	43.5	44.0	44.5	68.8	68.5	61.1	29.93	30.14	27.19	34,734
Containers.....	43.3	43.9	43.3	63.1	63.2	58.3	27.32	27.74	25.24	7,606
Furniture.....	43.5	43.2	44.1	62.2	61.7	57.6	27.06	26.65	25.40	12,309
*Musical Instruments.....	46.2	45.2	46.5	58.2	57.9	54.4	26.89	26.17	25.30	802
Plant products—edible.....	41.0	41.5	42.0	57.6	57.5	54.3	23.62	23.86	22.81	46,763
Flour and other milled products.....	45.3	45.7	46.9	66.8	66.5	62.6	30.26	30.39	29.36	6,516
Fruit and vegetable preserving.....	36.1	37.3	36.9	54.5	53.5	50.4	19.67	19.96	18.00	16,555
Bread and bakery products.....	43.4	43.5	44.3	56.7	56.5	53.7	24.61	24.53	23.79	12,007
Chocolate and cocoa products.....	42.6	39.8	41.6	52.1	52.5	49.4	22.19	20.90	20.55	5,087
Pulp and paper products.....	45.6	46.2	46.7	78.3	77.7	70.0	35.70	35.90	32.69	78,094
Pulp and paper.....	49.2	50.0	50.6	84.4	83.8	72.3	41.52	41.90	36.58	40,785
Paper products.....	42.5	43.2	43.1	59.4	58.7	55.3	25.25	25.36	23.83	15,131
Printing and publishing.....	41.0	41.3	41.9	78.4	77.7	75.5	32.14	32.09	31.63	22,178
Rubber products.....	43.9	42.9	45.4	69.4	65.7	72.3	30.47	28.19	32.82	9,068
Textile products.....	41.5	41.4	42.4	56.6	55.0	51.4	23.49	22.77	21.79	112,070
Thread, yarn and cloth.....	44.8	45.0	46.3	55.0	53.8	48.9	24.64	24.21	22.64	45,519
Cotton yarn and cloth.....	44.6	45.8	46.1	54.4	52.8	48.3	24.26	24.18	22.27	17,512
Woolen yarn and cloth.....	43.9	43.8	46.0	55.6	54.0	49.5	24.41	23.65	22.77	12,296
Silk and artificial silk goods.....	46.4	45.1	47.5	55.1	54.7	49.9	25.57	24.67	23.70	11,845
Hosiery and knit goods.....	41.3	40.4	41.5	52.8	51.3	47.8	21.81	20.73	19.84	19,455
Garments and personal furnishings.....	37.8	38.4	38.9	60.3	58.0	55.3	22.79	22.27	21.51	34,643
Tobacco.....	43.7	43.8	44.1	54.2	53.1	52.6	23.69	23.26	23.20	7,463
Beverages.....	43.8	43.7	45.6	69.4	68.5	66.1	30.40	29.93	30.14	12,093
Distilled and malt liquors.....	43.4	43.1	45.6	71.1	70.2	67.9	30.86	30.26	30.96	10,552
Chemicals and allied products.....	43.5	43.2	44.7	69.6	69.7	69.1	30.28	30.11	30.89	24,390
Drugs and medicines.....	42.1	42.0	41.7	57.6	57.3	56.8	24.25	24.07	23.69	4,732
*Clay, glass and stone products.....	43.4	43.4	44.5	69.6	68.2	65.5	29.79	29.60	29.15	15,366
Glass products.....	42.4	42.2	42.8	66.5	65.4	61.7	26.20	27.60	26.41	4,496
Stone products.....	44.4	44.1	46.1	75.1	73.7	72.0	33.34	32.94	33.19	6,356
*Electrical apparatus.....	41.9	42.7	42.7	70.4	69.1	70.2	29.50	29.51	29.98	27,583
Heavy electrical apparatus(?).....	43.7	44.9	45.2	74.6	71.6	75.0	32.60	32.15	33.90	5,680
*Iron and steel products.....	42.4	43.0	44.3	80.9	80.3	81.5	34.30	34.53	36.10	208,464
Crude, rolled and forged products.....	42.6	42.3	46.9	81.1	79.7	77.7	34.55	33.71	36.44	21,399
Machinery (other than vehicles).....	44.5	44.6	46.2	75.2	73.1	71.9	33.46	32.60	33.22	19,166
Agricultural implements.....	39.1	41.6	43.0	81.8	82.9	73.8	31.98	34.49	31.73	11,002
Land vehicles and aircraft.....	41.4	42.6	43.0	86.9	86.5	88.0	35.98	36.85	37.84	75,743
Railway rolling stock.....	44.0	44.1	45.0	84.4	84.3	86.4	37.14	37.18	38.88	35,578
Automobiles and parts.....	37.3	41.0	41.4	90.6	90.8	91.7	33.79	37.23	37.96	29,342
Aeroplanes and parts.....	43.9	41.3	42.7	87.6	83.0	85.6	38.46	34.28	36.55	10,136
Steel shipbuilding and repairing.....	42.3	43.9	43.0	84.2	83.4	86.4	35.62	36.61	37.15	20,786
Iron and steel fabrication n.e.s.....	44.6	42.9	47.0	79.0	79.0	80.1	35.23	33.89	37.65	8,084
Hardware, tools and cutlery.....	44.6	42.5	44.6	70.1	69.3	70.5	31.26	29.45	31.44	11,051
Foundry and machine shop products.....	42.0	43.9	45.1	78.4	76.6	76.0	32.93	33.63	34.28	7,643
Sheet metal work.....	43.0	42.9	44.3	71.1	69.9	67.8	30.57	29.99	30.04	12,311
*Non-ferrous metal products.....	43.5	43.6	44.6	76.7	76.0	73.8	33.36	33.14	32.91	31,389
Preparation of non-ferrous metallic ores.....	44.9	45.1	46.0	88.8	89.0	78.9	39.87	40.14	36.29	9,028
Aluminum and its products.....	43.8	44.3	43.5	78.3	75.4	74.8	33.42	33.40	32.54	8,416
Copper, lead, tin and zinc mfg.....	42.5	42.2	44.7	69.2	67.4	71.2	29.41	28.44	31.83	9,976
Non-metallic mineral products.....	41.2	41.3	45.3	85.8	85.0	79.6	35.35	35.11	36.06	10,794
Petroleum and its products.....	38.8	39.0	43.6	95.9	94.6	87.5	37.21	36.89	38.15	6,727
Miscellaneous manufactured products.....	41.3	41.1	42.7	64.1	63.6	65.9	26.47	26.14	28.14	14,973
MINING	42.8	42.9	43.0	87.6	87.3	85.2	37.49	37.45	36.64	62,805
Coal.....	39.8	38.9	39.2	95.6	95.7	94.1	38.05	37.23	36.89	23,496
Metallic ores.....	44.3	45.4	45.0	88.9	88.4	85.4	39.38	40.13	38.43	28,720
Non-metallic minerals (except coal).....	45.4	45.1	46.9	68.9	68.1	65.7	31.28	30.71	30.81	10,589

TABLE IV.—AVERAGE HOURS AND AVERAGE HOURLY AND WEEKLY EARNINGS OF WAGE-EARNERS FOR WHOM DATA ARE AVAILABLE AT SEPT. 1, 1946, WITH COMPARATIVE FIGURES FOR AUG. 1, 1946 AND SEPT. 1, 1945.—*Concluded*

(The latest figures are subject to revision).

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners Working shown in Col. 1
	Sept. 1 1946	Aug. 1 1946	Sept. 1 1945	Sept. 1 1946	Aug. 1 1946	Sept. 1 1945	Sept. 1 1946	Aug. 1 1946	Sept. 1 1945	
	(1) No.	(2) No.	(3) No.	(4) c.	(5) c.	(6) c.	(7) \$	(8) \$	(9) \$	
*LOCAL TRANSPORTATION.....	46.4	46.5	47.2	71.8	71.5	70.7	33.32	33.25	33.37	28,970
BUILDING CONSTRUCTION.....	39.5	40.4	41.3	83.6	82.7	79.6	33.02	33.41	32.89	59,934
HIGHWAY CONSTRUCTION.....	38.0	38.5	38.0	66.1	65.8	62.1	25.12	25.33	23.60	41,252
SERVICES.....	43.6	43.3	44.0	45.7	45.5	43.2	19.93	19.70	19.01	31,808
Hotels and restaurants.....	44.7	44.3	45.1	44.3	44.4	41.4	19.80	19.67	18.67	21,175
Personal (chiefly laundries).....	41.2	41.2	41.8	48.8	48.0	47.4	20.11	19.78	19.81	10,633

*The industries classed in the durable manufactured industries are indicated by an asterisk.

(1) Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: July 1, 1946, 141.2; Aug. 1, 1946, 135.9; Sept. 1, 1946, 141.6; Sept. 1, 1945, the index was 142.3. (2) Chiefly street and electric railways. (3) For information respecting the sex distribution of the persons in recorded employment, see monthly reports on employment and payrolls.

hours in the week ending August 1, to 42.7 at September 1, 1946, as compared with 44.2 at the same date last year. The weekly hours reported in the non-durable goods industries averaged 42.8 and 42.7 at August 1 and September 1, 1946, respectively, and 44.0 at September 1, 1945. The reductions more recently noted were due in part to the effect of strikes and holidays, but also reflected a lowering of the standard hours worked per week in many establishments and industries in accordance with newly-signed agreements. Curtailment of overtime was also a factor in the comparison with September 1 of last year.

Hourly Earnings.—The total weekly wages disbursed to the hourly-rated personnel in the co-operating manufacturing establishments increased by 1.8 per cent, to \$21,523,882 at September 1 as compared with \$21,139,093 in the week of Aug. 1. In the production of durable manufactured goods, the aggregate wages reported declined by an insignificant percentage, partly as a result of strikes, but the disbursements in the non-durable manufactured goods industries rose by 3.9 per cent, the gain resulted in part from the payment of higher wage-rates in certain industries, but was also due to heightened employment.

The average earnings per hour in manufacturing as a whole reached a new high of 70.6 cents at September 1, as compared with 70.0 cents at Aug. 1, and 69.2 cents at Sept. 1, 1945. The increase at the date under review in the latter comparison is not large, but its significance is emphasized by the fact that the industrial distribution of the wage-earners at September 1 of last year had favoured a higher hourly average in manufacturing as a whole than is now the case.

In the heavy manufactured goods industries, the latest average hourly earnings were 76.4 cents, as compared with 75.8 at August 1, 1946, and 76.5 cents at September 1, 1945, when overtime work at premium rates had been a factor of greater importance than in the period under review. In the non-durable manufactured goods industries, the hourly earnings averaged 65.1 cents an hour, as compared with 64.4 cents a month earlier, and 60.9 cents at the same date a year ago. The latest mean in this category is the highest in the record of 23 months.

Average Weekly Wages.—As has previously been pointed out, statistics of man-hours and hourly earnings are not available for all classes of wage-earners, but only for those workers for whom employers keep accurate time records, being, in the main, those who are paid by the hour; in general, this restriction also results in the exclusion of salaried personnel from the data of the present bulletin. Among the classes of wage-earners for whom satisfactory records of hours worked are frequently not available are piece-workers in some but not all establishments, route-drivers, delivery men, etc. It will be noted that many firms state that the earnings of their wage-earners paid at other than hourly rates exceed those of the hourly-rated personnel; this is particularly the case among piece-workers. In general, however, the wage-earners for whom statistics are given in the present report constitute a large proportion of the total employees of the co-operating firms; at September 1, the wage-earners for whom data on man-hours and hourly earnings were available formed 74.6 per cent of the total number of persons of all categories on

the payrolls of the larger manufacturers¹ furnishing monthly statistics on employment and payrolls at the same date; in the heavy manufactured goods industries, the proportion was 78 per cent, while that in the light manufactured goods division was 71.6 per cent.

The high proportions which the hourly-rated wage-earners constitute of the total employees of the co-operating establishments lend interest to the comparisons in Table II, which shows the variations in the combined weekly salaries and wages reported by the co-operating manufacturers in the last 23 months and these in the weekly earnings of hourly-rated wage-earners; the latter figures are obtained by multiplying the average hourly earnings in the week of observation by the average hours worked in the same week. The weekly salaries-and-wages figure at Sept. 1 was higher by 10 cents than that at Aug. 1; since then, the weekly earnings of hourly-rated personnel have risen by five cents. In the durable manufactured goods industries, the co-operating employers also indicated a rise of 10 cents in the salaries-and-wages figure, but in this category, there was a decline of 13 cents in the weekly earnings of the hourly-rated wage-earners. The loss was largely due to strikes which directly and indirectly affected the situation in this group of industries. In the light manufactured goods industries, the average weekly earnings of the persons on salaries and wages advanced by 14 cents as compared with August 1 while the average sum paid hourly-rated personnel rose by 24 cents. In both classes, the payment of higher wage rates in several industries and establishments was a factor in the increases.

In the last 12 months, the weekly earnings of all persons in recorded employment in manufacturing as a whole have advanced by 12 cents, while those of hourly-rated wage-earners have fallen by 37 cents. In the durable manufactured goods industries, the indicated salaries and wages have been reduced by 86 cents since Sept. 1, 1945, while the wages of hourly-rated workers have declined by \$1.19. In the non-durable manufactured goods industries, on the other hand, there has been an advance of \$1.22 in the combined salaries-and-wages figure in this

comparison, and the weekly earnings of hourly-rated wage-earners have increased by \$1.00.

Non-Manufacturing Industries

Firms in the non-manufacturing industries pay smaller proportions of their employees by the hour, so that they frequently do not keep accurate records of the hours worked. Accordingly, the representation of the non-manufacturing industries in the monthly statistics of man-hours and hourly earnings is smaller than that in manufacturing.

In mining as a whole, the aggregate hours worked in the week of Sept. 1 were higher by 0.7 per cent than in the week of Aug. 1, but the average hours per man were fractionally lower, at 42.8 in the week of Sept. 1, as compared with 42.9 at Aug. 1; the mean at Sept. 1 of last year had been 43.0 hours. The hourly earnings had then averaged 85.2 cents, being lower than the latest hourly rate of 87.6 cents. The earnings in the metallic ore and the miscellaneous non-metallic mineral groups were higher at the date under review than was the case a month and a year earlier. In coal mining, however, the average hourly rate was less by one-tenth of a cent than at Aug. 1, although it was higher by 1.5 cents than at Sept. 1 of last year. The hours reported in building were lower than in the preceding report, being also below the average at Sept. 1 of last year, but the latest average hourly rate, at 83.6 cents, was the highest yet recorded, exceeding by four cents the mean indicated at the same date in 1945. In highway construction, the time worked at the date under review averaged rather less than at Aug. 1, but was the same as in the week of Sept. 1, 1945. The average earnings were 66.1 cents per hour at Sept. 1 and 65.8 cents at Aug. 1, 1946, as compared with 65.1 cents at Sept. 1 of last year. In the service division, the average of hours worked was a little higher than at Aug. 1, but was lower than in the week of Sept. 1, 1945; the average earnings gained very slightly in the month, while the latest hourly rate of 45.7 cents was higher by 2.5 cents than the average indicated a year ago in this group.

Provinces and Cities

Statistics of hours and average hourly earnings in manufacturing in the various provinces and in the larger cities are contained in Table III.

¹This is, of the personnel of establishments ordinarily employing 15 persons and over. See the monthly reports on employment and payrolls.

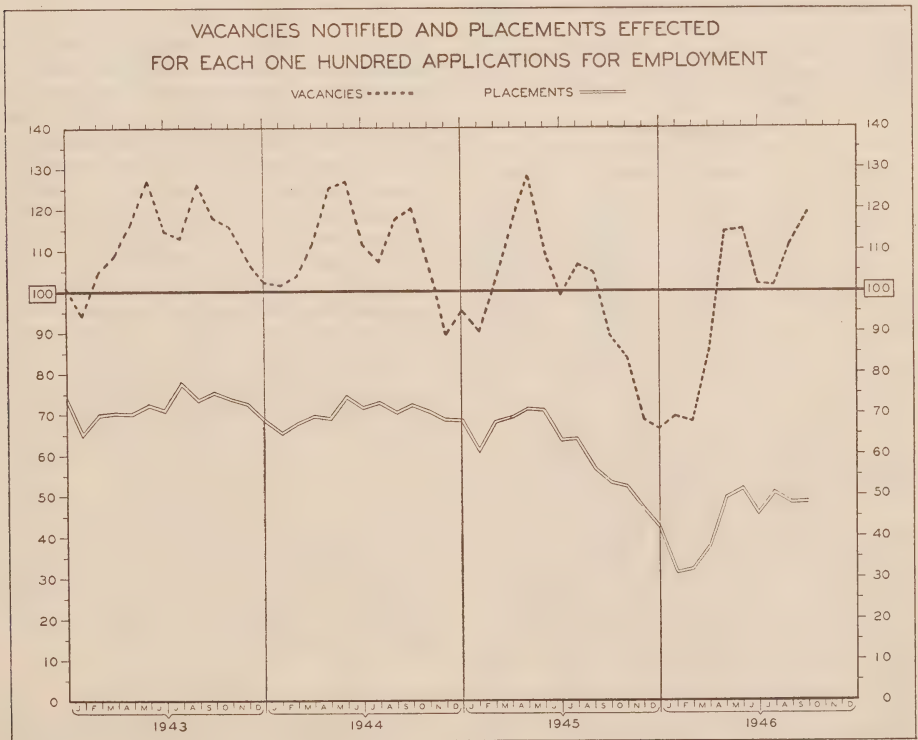
Applications for Employment; Vacancies and Placements; September, 1946

REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission for the four weeks August 30 to September 26, 1946, showed a gain of 7.7 per cent in the daily average of placements effected when compared with the preceding four-week period August 2 to August 29, and a loss of 42.4 per cent in comparison with the four weeks August 31 to September 27, 1945. All industrial divisions excepting construction and mining, showed gains in the daily average of placements effected in comparison with the previous four weeks, August 2 to August 29, the most noteworthy being in manufacturing, agriculture, public utilities operation and trade. In comparison with the four weeks August 31 to September 27 last year, except for a gain in agriculture all groups registered decreases, the most pronounced being a substantial loss in manufacturing and moderate declines in construction, forestry and logging, trade, public utilities operation and services.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and

of placements effected for each 100 applications for work registered at the National Employment Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies in relation to applications took an upward course while that of placements remained about the same. The ratio of vacancies to each 100 applications was 119.2 during the four weeks ending September 26, 1946, in contrast with 111.7 during the previous period and 89.2 during the four weeks August 31 to September 27, 1945. The ratio of placements to each 100 applications during the period under review was 48.4 as compared with 48.2 in the preceding four weeks and 53.1 at the close of September, 1945.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the four weeks August 30 to September 26, 1946 was 7,750 in comparison with 6,770 in the preceding four weeks and 9,180 during the corresponding period a year ago. The average number of applications for employment received daily during the period under review was 6,502 in



contrast with 6,062 in the previous period and 10,292 during the four weeks ending September 27, 1945. The average number of placements made daily by the offices during the period ending September 26, 1946 was 3,149 of which 2,891 were in regular employment and 258 in work of one week's duration or less in comparison with a daily average of 2,925 during the previous period. Placements during the four weeks August 31 to September 27, 1945, averaged 5,471 consisting of 5,322 in regular employment and 149 in casual work.

During the four weeks August 30 to September 26, 1946, the offices referred 112,443 persons to vacancies and effected a total of 72,431 placements. Of these, the placements in regular employment were 66,504 of which 49,924 were of males and 16,580 of females, while placements in casual work totalled 5,927. The number of vacancies reported by employers was 130,690 for males and 47,556 for females, a total of 178,246 while applications for work numbered 149,554 of which 108,174 were from males and 41,380 from females. Reports for the four-week period August 2 to August 29, 1946 showed 162,487 positions available, 145,482 applications made and 70,193 placements effected, while in the four weeks ending September 27, 1945, there were recorded 211,149 vacancies, 236,712 applications for work and 125,833 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year, from January 1936, to date:—

PLACEMENTS

Year	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (39 weeks).....	580,153	52,455	632,608

Nova Scotia and Prince Edward Island

Opportunities for employment at National Employment Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending September 26, 1946, numbered 233 daily in comparison with 260 in the preceding period and 342 during the corresponding four weeks of last year. There was a daily average of 149 placements in contrast with 117 in the previous four weeks and 193 during the period ending September 27, 1945. The decrease in placements from the four weeks August 31 to September 27 a year ago was almost entirely due to moderate losses in manufacturing, public utilities operation, ser-

vices and trade. Except for a moderate gain in agriculture, the changes in all other groups were small. Placements by industries included: services 738; manufacturing 701; construction 691; trade 494; agriculture 406 and public utilities operation 213. Regular placements totalled 2,393 of men and 877 of women.

New Brunswick

Orders listed at Employment Offices in New Brunswick during the period under review, called for an average of 195 workers daily as compared with 154 in the previous four weeks and 322 during the period terminating September 27, 1945. Placements recorded a daily average of 89, in contrast with 78 in the preceding four weeks and 161 during the period terminating September 27 last year. A fairly large reduction in manufacturing together with moderate losses in public utilities operation, construction and trade accounted for the decrease in placements from the corresponding four weeks a year ago. The only improvement noted was a small gain in agriculture. Placements by industrial divisions numbered: services 463; agriculture 413; construction 367; manufacturing 259; trade 258, and forestry and logging 124. There were 1,540 men and 382 women placed in regular employment.

Quebec

Positions offered through Employment Offices in the province of Quebec during the four weeks ending September 26, 1946, averaged 1,955 daily in comparison with 1,519 in the preceding period and 2,680 during the four weeks ending September 27 last year. The average number of placements registered daily was 598, as compared with 507 in the previous period and 1,367 during the four weeks August 31 to September 27 a year ago. Substantial declines in forestry and logging, manufacturing and construction augmented by decreases somewhat smaller in volume in services, trade and mining were chiefly responsible for the reduction in placements from the corresponding period of 1945. Moderate losses were reported in agriculture, and finance and insurance but these were partly offset by a gain in public utilities operation. Industrial groups in which the majority of placements were effected were: manufacturing 4,394; services 2,101; construction 1,945; public utilities operation 1,762; agriculture 1,391; trade 995; forestry and logging 722, and mining 320. Placements in regular employment numbered 10,693 of men and 2,597 of women.

Ontario

The demand for workers on a daily average as indicated by vacancies listed at Employment Offices in Ontario during the period

terminating September 26, 1946, was 3,284 as compared with 2,786 in the previous four weeks and 3,795 during the corresponding period a year ago. Placements showed a daily average of 1,251 in comparison with 1,167 in the preceding four weeks and 2,311 during the period terminating September 27, 1945. With the exception of fishing and hunting in which there was no change, placements were less numerous in all industrial divisions than during the four weeks August 31 to September 27 last year. The most marked reduction occurred in manufacturing, while substantial losses were reported in construction, public utilities operation, services and trade, and a decline much smaller in volume in forestry and logging. In addition, moderate decreases were shown in mining, and finance and insurance. Industries in which employment was secured for more than 500 workers included: manufacturing 11,211; services 5,364; construction 4,554; trade 3,197; public utilities operation 1,801; forestry and logging 897; agriculture 715 and mining 646. There were 19,845 men and 7,257 women placed in regular employment.

Manitoba

Employment opportunities as indicated by orders listed at Offices in Manitoba during the period under review, showed a daily average of 427 workers in contrast with 470 in the preceding four weeks and 372 during the period ending September 27 last year. Placements were fewer under both comparisons, the daily average being 214 as compared with 245 in the previous period and 269 during the four weeks ending September 27, 1945. The largest decline in placements from the period August 31 to September 27 a year ago took place in manufacturing. Reductions of more moderate proportions were recorded in trade, construction and public utilities operation but these contractions were offset in part by gains in agriculture and services. Placements by industries included: services 1,389; trade 901; manufacturing 856; agriculture 718; public utilities operation 449; construction 372 and mining 153. Regular placements totalled 2,684 of men and 1,180 of women.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the four weeks terminating September 26, 1946, called for an average of 247 workers daily in comparison with 265 in the previous period and 242 during the four weeks terminating September 27 a year ago. Placements decreased under both comparisons, the daily average being 120 in contrast with 151 in the preceding period and 174 during the corresponding four weeks of last year. When

comparing placements by industrial divisions with the period terminating September 27, 1945, the most significant changes were losses in agriculture, manufacturing, construction, trade and public utilities operation, and a gain in services. Placements by industrial groups numbered: services 920; trade 623; construction 363; agriculture 288; manufacturing 279 and public utilities operation 221. There were 1,550 men and 723 women placed in regular employment.

Alberta

There was an increase in the average number of vacancies available daily at Employment Offices in Alberta during the period under review; there being 460 in contrast with 376 in the preceding four weeks and 418 during the period ending September 27 last year. The average number of placements effected daily was 269 during the period under review, as compared with 215 in the previous four weeks and 279 during the period August 31 to September 27 a year ago. Moderate decreases in public utilities operation, manufacturing, trade and construction accounted for the small decline in placements from the corresponding four weeks of 1945, although these losses were almost entirely offset by a fairly substantial gain in agriculture and a moderate increase in services. Placements by industries included: agriculture 1,891; services 1,468; trade 728; construction 694; manufacturing 686; mining 355 and public utilities operations 264. Placements in regular employment numbered 4,259 of men and 1,144 of women.

British Columbia

During the four weeks terminating September 26, 1946, the daily average of positions offered through Employment Offices in British Columbia was 949, as compared with 940 in the previous period and 1,009 during the corresponding four weeks of 1945. There was a daily average of 459 placements in comparison with 445 in the preceding period and 717 during the four weeks August 31 to September 27 last year. Fairly substantial reductions in manufacturing, and forestry and logging were mainly responsible for the loss in placements from the period terminating September 27 a year ago, although all other groups, except fishing and hunting, showed declines under this comparison, the most important of which were in public utilities operation, construction, trade, services and mining. Industrial divisions in which most of the placements were effected were: manufacturing 2,577; services 2,434; construction 1,739; trade 1,613; public utilities operation 871; forestry and logging 833, and agriculture 210. Regular placements totalled 6,960 of men and 2,420 of women.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 30 TO
SEPTEMBER 26, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	764	691	607	450	290	5	1,286
Charlottetown.....	387	277	402	345	199	4	904
Summerside.....	377	414	205	105	91	1	382
Nova Scotia	4,603	3,134	6,723	4,589	2,980	162	12,650
Amherst.....	53	17	194	109	57	1	390
Bridgewater.....	46	75	182	47	11	1	259
Dartmouth.....	165	142	248	173	99	24	231
Digby.....	28	63	70	27	12	1	373
Glace Bay.....	135	101	324	201	143	1	808
Halifax.....	1,643	1,084	2,238	1,666	920	19	2,726
Inverness.....	37	5	133	44	32	2	307
Kentville.....	885	853	386	345	488	2	335
Liverpool.....	166	127	120	62	70	1	100
New Glasgow.....	532	40	835	751	486	23	2,240
New Waterford.....	28	164	144	57	64	18	303
North Sydney.....	101	33	155	96	56	18	280
Pictou.....	24	7	144	25	17	1	394
Springhill.....	15	71	71	11	9	1	193
Sydney.....	362	61	819	509	284	66	1,923
Sydney Mines.....	45	2	132	64	45	1	614
Truro.....	269	240	259	288	129	7	218
Yarmouth-Shelburne.....	69	119	269	114	58	1	956
New Brunswick	4,477	4,231	4,352	3,207	1,922	122	7,060
Bathurst.....	25	20	145	41	14	1	982
Campbellton.....	254	156	378	265	49	28	850
Edmundston.....	529	858	104	92	70	1	98
Fredericton.....	291	305	264	221	120	1	184
Minto.....	167	198	181	159	121	1	119
Moncton.....	1,245	1,242	1,295	911	470	54	1,638
Newcastle.....	89	62	190	154	66	1	520
Saint John.....	834	655	1,322	914	440	38	2,415
St. Stephen.....	232	268	174	134	74	1	135
Sussex.....	109	63	91	105	54	1	69
Woodstock.....	702	404	208	211	444	2	50
Quebec	44,962	46,361	36,947	22,288	13,290	455	34,962
Acton Vale.....	61	104	106	105	77	1	73
Asbestos.....	231	136	105	64	64	1	93
Baie St. Paul.....	101	118	66	44	54	1	31
Beauharnois.....	119	60	108	88	59	1	170
Buckingham.....	289	158	318	236	147	1	222
Causapscal.....	481	389	74	1	1	1	235
Chaudiere.....	54	19	61	17	4	1	266
Chicoutimi.....	480	595	385	201	123	2	407
Coaticook.....	99	90	60	50	52	1	66
Covansville.....	111	74	90	95	91	1	30
Dolbeau.....	576	1,188	62	36	36	1	107
Drummondville.....	638	188	696	623	486	1	497
East Angus.....	78	91	85	22	22	1	67
Farnham.....	96	111	38	28	21	1	60
Granby.....	566	428	280	173	139	1	118
Hull.....	686	600	548	378	150	1	1,090
Joliette.....	366	316	349	301	130	1	462
Jonquiere.....	100	92	240	37	17	1	404
Lachute.....	136	97	184	117	79	1	165
La Malbaie.....	1,094	866	69	52	45	1	53
La Tuque.....	4,917	3,945	146	43	47	1	136
Levis.....	264	315	312	69	11	1	1,053
Louiseville.....	87	19	326	91	93	1	114
Magog.....	107	81	112	106	61	1	86
Matane.....	882	1,391	107	74	74	1	61
Megantic.....	128	120	131	72	63	1	57
Mont Laurier.....	538	427	70	71	52	1	34
Montmagny.....	378	28	428	384	374	1	140
Montreal.....	15,456	20,666	19,961	11,296	5,711	410	13,321
Plessisville.....	70	99	54	23	19	1	72
Port Alfred.....	673	506	36	18	83	1	57
Quebec.....	2,860	1,840	3,868	2,040	1,099	1	6,802
Richmond.....	29	72	50	42	30	1	31
Rimouski.....	1,937	3,728	282	216	216	1	103
Riviere du Loup.....	62	165	83	7	5	1	288
Roberval.....	300	454	86	72	87	1	45
Rouyn.....	512	551	494	359	151	1	353
Ste. Agathe.....	196	277	114	103	71	1	45
Ste. Anne de Bellevue.....	57	30	62	37	33	1	100
Ste. Therese.....	286	173	284	237	217	1	165
St. Georges de Beauce.....	107	457	39	9	5	1	307
St. Hyacinthe.....	302	508	372	228	86	1	339
St. Jean.....	847	651	828	729	554	1	179

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 30 TO
SEPTEMBER 26, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Jerome.....	317	214	273	265	173	1	234
St. Joseph d'Alma.....	64	44	135	64	52		169
Shawinigan Falls.....	643	296	550	364	327		887
Sherbrooke.....	645	378	632	598	342	40	264
Sorel.....	396	140	356	118	94		560
Thetford Mines.....	257	78	240	216	149	1	302
Three Rivers.....	817	265	1,364	541	347		3,115
Val d'Or.....	3,233	2,036	261	221	187		83
Valleyfield.....	737	384	630	551	363		791
Victoriaville.....	496	303	338	357	317		150
Ontario.....	75,536	59,356	55,690	45,040	27,102	1,677	51,091
Arnprior.....	760	858	114	103	98		20
Barrie.....	287	247	149	121	46		146
Belleville.....	479	282	354	285	178		397
Bracebridge.....	520	270	364	312	297		156
Brampton.....	250	183	124	128	110	4	51
Brantford.....	977	630	543	481	349	32	301
Carleton Place.....	292	125	390	320	230		139
Chatham.....	65	19	258	79	60		224
Cobourg.....	512	243	567	514	426		140
Collingwood.....	91	16	141	113	93		59
Cornwall.....	109	68	69	82	67		173
Dunnville.....	962	172	1,082	956	744		942
Fergus.....	139	70	138	126	127		52
Fort Erie.....	145	46	81	81	37		16
Fort Frances.....	145	30	199	288	144	1	175
Fort William.....	972	927	196	197	200		50
Galt.....	1,410	1,813	858	598	437		957
Gananoque.....	770	627	147	154	103		89
Goderich.....	67	18	63	65	46	3	42
Guelph.....	122	120	166	78	51		51
Hamilton.....	927	452	634	692	439		228
Hawkesbury.....	3,137	1,640	3,832	2,999	1,168	183	5,207
Ingersoll.....	79	24	163	83	39	1	180
Kapuskasing.....	100	81	60	71	43	11	21
Kenora.....	1,708	1,218	42	33	97		23
Kingston.....	1,259	1,203	122	97	57		139
Kirkland Lake.....	1,138	418	963	1,088	604	6	554
Kitchener-Waterloo.....	1,054	1,015	718	597	260	19	440
Leamington.....	1,135	925	506	644	340	5	244
Lindsay.....	291	141	415	303	273	22	174
Listowel.....	98	62	99	144	95		148
London.....	115	123	122	114	54		60
Midland.....	3,234	2,082	1,950	1,998	1,056	139	781
Napanee.....	101	56	207	130	97	6	240
Newmarket.....	144	72	144	134	113		94
New Toronto.....	62	109	36	35	14		73
Niagara Falls.....	1,439	940	1,110	866	714		603
North Bay.....	1,050	576	675	777	607	1	242
Orangeville.....	1,520	867	602	499	436	24	183
Orillia.....	67	51	101	111	46		40
Oshawa.....	429	215	467	377	305	3	352
Ottawa.....	823	527	1,972	899	406	2	3,122
Owen Sound.....	2,694	1,783	2,826	2,492	972		3,196
Paris.....	477	170	449	482	333	1	109
Parry Sound.....	43	76	18	19	8		25
Pembroke.....	200	106	171	167	95		171
Perth.....	697	498	354	261	186		239
Peterborough.....	237	130	276	179	149	12	67
Pictou.....	892	382	1,031	1,197	719		484
Port Arthur.....	83	37	50	45	28		26
Port Colborne.....	3,750	6,687	892	672	690		783
Port Hope.....	209	59	191	126	69	18	268
Prescott.....	149	123	76	63	47		30
Renfrew.....	70	23	110	80	66		121
St. Catharines.....	210	80	181	227	161		123
St. Thomas.....	2,376	1,011	1,263	1,216	659	130	1,108
Sarnia.....	400	325	295	284	184	3	153
Sault Ste. Marie.....	626	248	436	457	328		264
Simcoe.....	2,286	2,390	535	264	205		1,012
Sioux Lookout.....	713	393	221	228	212		43
Smiths Falls.....	158	324	54	51	36		52
Stratford.....	142	59	204	192	114		188
Sturgeon Falls.....	510	169	596	579	404	68	244
Sudbury.....	72	59	80	68	60		58
Tillsonburg.....	2,450	2,589	1,542	1,423	1,268	41	1,022
Tinamans.....	28	48	23	21	14		13
Toronto.....	1,749	1,237	1,212	1,191	925	24	682
	19,233	16,715	11,015	10,717	5,486	760	8,042

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 30 TO
SEPTEMBER 26, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto Junction.....	2,125	2,009	1,080	1,096	525	14	749
Trenton.....	307	384	148	172	96		127
Walkerton.....	256	201	98	55	33		98
Wallaceburg.....	388	23	693	236	220		292
Welland.....	608	333	552	694	348		572
Weston.....	639	360	606	509	358		387
Windsor.....	1,415	317	7,249	1,531	854	131	12,585
Woodstock.....	435	447	220	274	154		123
Manitoba.....	9,814	6,153	9,717	8,561	3,864	1,063	7,880
Brandon.....	629	269	643	581	408		415
Dauphin.....	293	294	117	198	35	4	211
Flin Flon.....	221	113	210	204	122	9	38
Portage la Prairie.....	185	136	228	199	113		264
Selkirk.....	61	55	73	58	40		60
The Pas.....	131	181	66	50	25		56
Winnipeg.....	8,294	5,105	8,380	7,271	3,121	1,050	6,836
Saskatchewan.....	5,687	3,336	5,871	4,844	2,273	489	3,450
Estevan.....	265	202	144	140	124		47
Moose Jaw.....	551	300	735	701	339	31	508
North Battleford.....	123	143	91	73	32		160
Prince Albert.....	674	446	688	466	241	9	596
Regina.....	1,958	1,048	2,194	2,026	800	311	828
Saskatoon.....	1,248	737	1,484	999	428	127	967
Swift Current.....	177	89	123	113	75	4	106
Weyburn.....	444	106	225	222	186	1	62
Yorkton.....	247	265	187	104	39	6	176
Alberta.....	10,574	5,043	10,051	8,673	5,403	782	5,285
Black Diamond.....	36	5	52	29	29		52
Blairmore.....	237	301	56	49	54		29
Calgary.....	4,008	1,281	3,706	3,341	2,133	297	2,369
Drumheller.....	175	223	156	118	103		87
Edmonton.....	4,479	2,096	5,123	4,205	2,390	450	2,223
Lethbridge.....	314	377	32	17	58		31
Medicine Hat.....	692	322	480	472	324	35	288
Red Deer.....	309	187	265	284	176		117
	324	251	181	158	136		84
British Columbia.....	21,829	11,349	19,596	14,791	9,380	1,172	18,536
Chilliwack.....	655	182	486	470	400	133	144
Courtenay.....	148	281	96	51	57		96
Cranbrook.....	236	190	134	138	115		46
Dawson Creek.....	497	166	216	217	384		42
Duncan.....	516	265	146	128	121	1	82
Fernie.....	145	154	19	14	8		13
Kamloops.....	419	212	418	270	266		104
Kelowna.....	393	334	193	174	128		72
Nanaimo.....	219	168	157	139	121	6	123
Nelson.....	410	179	394	365	327		165
New Westminster.....	1,290	711	1,352	1,164	649	33	1,805
North Vancouver.....	224	67	424	246	150		884
Penticton.....	203	228	166	225	135		103
Port Alberni.....	515	310	235	233	140	1	108
Prince George.....	750	417	619	625	558	2	130
Prince Rupert.....	167	97	147	173	97		180
Princeton.....	125	58	115	110	95	2	38
Trail.....	378	294	308	246	229		278
Vancouver.....	11,514	5,294	11,409	7,788	3,684	923	12,151
Vernon.....	824	326	615	612	587		129
Victoria.....	2,099	1,338	1,860	1,316	1,038	62	1,811
Whitehorse.....	102	78	87	87	61	9	32
Canada.....	178,246	139,654	149,554	112,443	66,504	5,927	142,200
Males.....	130,690	93,058	108,174	78,221	49,924	1,895	111,177
Females.....	47,556	46,596	41,380	34,222	16,580	4,032	31,023

Unemployment in Trade Unions at the Close of the Quarter Ending September 30, 1946

THE percentage of trade union unemployment showed a decline for the third consecutive quarter. Returns from 2,378 local unions in Canada with a combined membership of 425,899 indicated 4,169 unemployed or a percentage of 1.0 at September 30. At the end of June, 2,326 locals with a total of 408,002 members reported 1.3 per cent unemployed, while in September, 1945, the percentage of unemployed was 1.4 for 2,307 locals representing 377,495 members.

In the following report unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trade are not considered as unemployed. As returns from unions reporting vary from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting. Improvement in employment was indicated by the information for lumbering and logging, mining, manufacturing, transportation, communication and services. The percentage of unemployment was unchanged in building and construction.

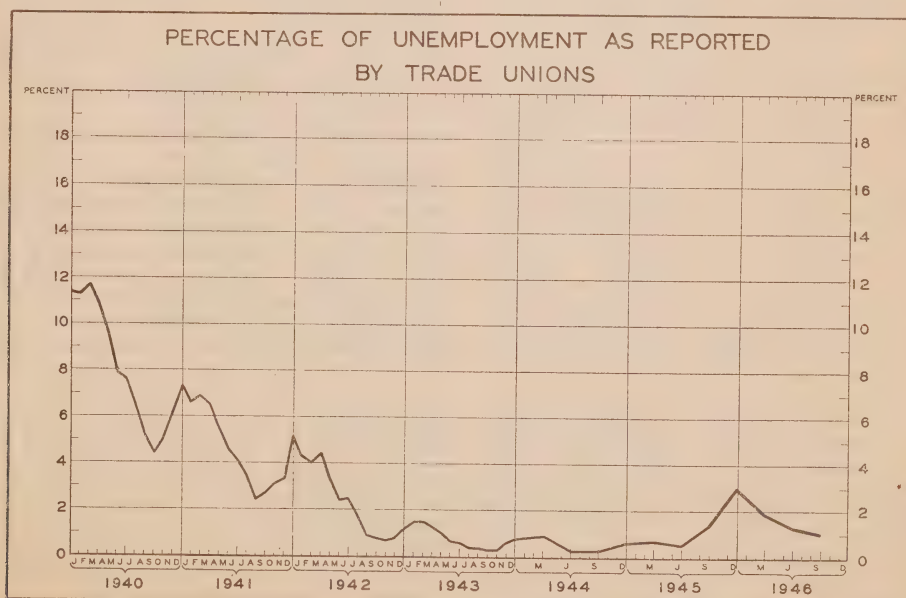
Table I contains the percentages of trade union unemployment, at certain dates, in each province. When compared with the previous quarter slight increases in the percentage were shown in Ontario, from 0.8 to 1.0 and in Alberta, from 0.4 to 0.5. The other provinces with the exception of Quebec, which was un-

changed at 1.0 per cent, indicated decreases: Nova Scotia, from 3.6 to 0.9; New Brunswick, from 3.7 to 1.0; Manitoba, from 1.5 to 0.5; Saskatchewan, from 0.7 to 0.4; and British Columbia, from 2.3 to 1.5. In comparison to September, 1945, the percentage of trade union unemployment increased in New Brunswick, Ontario, Manitoba and Alberta; the percentage was unchanged in Saskatchewan and decreased in Nova Scotia, Quebec and British Columbia.

A separate compilation is made each quarter of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. For the quarter under review as compared with the previous quarter, improvement was recorded in Saint John, from 12.3 to 4.0, in Winnipeg, from 1.5 to 0.3, and in Vancouver, from 3.0 to 2.1. The percentage was unchanged in Halifax and Regina where it remained at 0.1 and 0.2 respectively. Increases in the percentage were noted in Montreal from 0.4 to 1.1, Toronto from 0.6 to 1.0, and Edmonton, from 0.2 to 1.2. A comparison with September, 1945, indicates lower employment levels in all but Winnipeg and Vancouver.

Returns were tabulated from 896 local union organizations in the manufacturing industries. These reported a combined membership of 207,660 of whom 2,823 or 1.4 per cent were unemployed at September 30. At the end of the previous quarter 1.6 per cent of 185,865 members reported were without work. In September, 1945, 2.5 per cent of 174,633

PERCENTAGE OF UNEMPLOYMENT AS REPORTED
BY TRADE UNIONS



members were unemployed. In comparison with the previous quarter (Table II), the employment situation was more favourable among union members engaged in the manufacture of vegetable products, clothing, wood products, iron and its products, non-ferrous metals, electric current, cap and glove manufacture, and in printing and publishing. Increases in trade union unemployment were indicated in pulp and paper products, textiles and textile products, animal products, clay and glass products, and miscellaneous manufacturing. A comparison with September of the previous year indicates a decrease in unemployment in the manufacture of clothing, iron and its products and non-ferrous metals.

In the transportation industries, reports were received from 862 local unions with a membership of 96,603 of whom 728 (0.8 per cent) were without work on the reporting date. In comparison 1.5 per cent were unemployed at the end of the previous quarter and 0.4 at the end of September, 1945. In steam railway operations the percentage for the same period declined from 1.6 at the end of June, 1946, to 0.5 at the date under review.

Unemployment in the mining group at the end of September was 0.5 per cent compared with 0.8 for the previous quarter and 0.4 per cent recorded at September 30, 1945. In coal mining the percentage of trade union unemployment was 0.2 in comparison with 0.6 at the end of June and 0.1 in the third quarter of 1945.

No unemployment at the reporting date was recorded for metallic ore miners. Unions of non-metallic miners other than coal miners, reported 2.7 per cent of 3,663 members unemployed. The percentage for the previous quarter and at September 30, 1945, was 2.8.

The Department received reports from 203 locals in the building and construction trades. These reported a combined membership of 37,805 of whom 0.8 per cent were unemployed at the end of September, which was unchanged from the figure recorded in the previous quarter. It was, however, substantially lower than the 1.5 per cent recorded at September 30, 1945. Decreased employment for bricklayers, masons and plasterers, painters, decorators and paper hangers, and electrical workers were offset by improvement for carpenters and joiners, granite and stonecutters, plumbers and steamfitters and miscellaneous building workers.

Unemployment among trade union members in public and personal services was 0.3 per cent at the end of the quarter under review. The percentage was 0.4 both at the end of June, 1946, and at the end of the third quarter in 1945.

The communications group registered a considerable decrease of unemployment: from 1.4 per cent at the end of June to 0.2 at the date

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.6	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944.....	.2	.6	.7	.4	.5	.6	.6	.5	.5
Average 1945.....	2.0	1.2	1.4	1.5	.7	.9	.6	1.5	1.4
September 1932...	11.7	13.1	23.6	23.1	18.7	11.0	19.1	19.7	20.4
September 1933...	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
September 1934...	7.3	6.3	21.2	16.7	14.6	9.0	15.3	13.1	16.4
September 1935...	6.0	8.7	20.4	10.4	8.1	6.2	13.7	14.0	13.0
September 1936...	6.2	8.0	17.1	9.0	8.0	5.8	9.5	8.5	10.9
September 1937...	3.1	6.1	12.4	4.2	7.4	6.0	10.4	8.4	7.7
September 1938...	5.4	9.9	14.9	8.8	10.1	3.8	9.0	9.1	10.4
September 1939...	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
September 1940...	2.2	3.5	6.5	2.7	5.4	3.9	5.5	5.7	4.7
September 1941...	1.8	1.8	3.7	2.1	2.8	1.6	1.9	2.5	2.7
September 1942...	.8	1.1	1.3	.5	.5	.9	.9	.3	.8
September 1943...	.1	.4	.4	.3	.3	.7	.1	.2	.3
September 1944...	.2	.7	.4	.2	.1	.5	.1	.4	.3
September 1945...	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
September 1946...	.9	1.0	1.0	1.0	.5	.4	.5	1.5	1.0
March 1943...	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
June 1943...	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
September 1943...	.1	.4	.4	.3	.3	.7	.1	.2	.3
December 1943...	2.9	.3	.7	.5	.8	.8	.9	.5	.8
March 1944...	.4	.9	.9	.9	.9	.7	.4	.7	.9
June 1944...	.1	.6	.4	.2	.2	.5	.2	.2	.3
September 1944...	.2	.7	.4	.2	.1	.5	.1	.4	.3
December 1944...	.0	.2	.9	.4	.8	.5	.7	.6	.6
March 1945...	.5	.0	1.2	.6	.9	.8	.5	.5	.7
June 1945...	1.2	.1	.6	.7	.2	.9	.3	.2	.5
September 1945...	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
December 1945...	4.6	4.7	1.8	4.0	1.2	1.3	.9	3.5	3.0
March 1946...	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946...	3.6	3.7	1.0	.8	1.5	.7	.4	2.3	1.3
September 1946...	.9	1.0	1.0	1.0	.5	.4	.5	1.5	1.0

under review. At the end of September last year the percentage was 0.1.

There was no unemployment reported in logging. This was similar to the situation reported for the corresponding quarter last year but was an improvement over the 0.8 per cent unemployed recorded at the end of June, 1946. The information on trade union membership in fishing is small and the figure obtained is considered unrepresentative of the industry as a whole.

Table I shows by provinces the average percentage of union members who were unemployed in each year from 1933 to 1945 inclusive. It also indicates the percentage of those without work for June of each year since 1932 and for each quarter since 1943 to date. Table II indicates the percentage of unemployment in the various groups of industries at certain dates since 1932.

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where "0" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	Fishing*	Lumbering and logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations		
September 1932	10.6	42.3	12.3	21.3	8.6	16.2	20.1	14.7	0.19	2.4	0.32	7.6	80.0	6.8	.....	27.0	11.1	130.1	0	0	0	47.9	61.5	11.3	31.4	12.5	1.7	9.1	9.3	0	1.9	11.9	7.1	20.0	20.4	
September 1933	24.8	16.9	9.8	21.3	9.8	15.4	15.5	15.4	8.7	23.0	1.5	4.1	20.5	7.7	6.4	23.6	25.6	16.7	733.1	0	0	55.5	53.9	12.0	942.1	12.3	1.1	11.5	9.3	0	.6	11.0	5.2	20.2	19.8	
September 1934	14.4	11.7	11.7	16.8	7.3	10.4	10.4	10.3	0.23	0.1	0.1	4.3	8.9	27.1	.....	19.4	5.6	42.2	0	0	60.9	53.9	8.1	146.8	7.8	.8	11.9	12.2	0	11.9	6.7	3.2	14.6	16.4		
September 1935	16.7	6.9	9.5	12.7	8.4	7.4	4.1	10.1	0.9	5.1	21.5	4.3	8.9	27.1	.....	16.3	13.3	334.1	0	0	38.4	32.3	6.5	524.8	6.1	1.1	9.5	11.3	0	5.3	4.7	2.9	19.4	13.0		
September 1936	6.3	1.9	12.2	10.9	7.6	6.2	3.7	8.4	0.9	9.0	5.0	10.0	5.4	16.3	.....	12.0	10.7	749.1	0	0	38.4	32.3	4.6	529.8	4.6	.6	7.4	9.7	0	5.3	4.7	2.2	8.0	10.9		
September 1937	16.2	2.2	7.7	7.9	7.4	7.0	8.0	5.8	0.9	9.0	4.2	4.4	5.4	7.4	11.2	.....	18.3	13.4	15.9	0	0	37.9	36.7	5.8	534.9	3.9	1.0	7.2	6.3	0	6.8	8.8	1.1	15.2	10.4	
September 1938	1.1	22.0	5.4	11.8	13.5	4.8	3.6	6.6	13.5	9.2	12.4	8.4	8.8	10.2	0.4	6.2	1.5	85.8	0	0	22.9	26.7	4.3	240.7	3.8	1.0	7.2	6.3	0	6.8	8.8	1.1	15.2	10.4	
September 1939	7.9	21.2	5.9	10.8	3.7	6.8	6.8	6.4	0.22	9.9	6.1	1.2	3.3	29.3	20.8	0.4	6.2	1.5	85.8	0	0	22.9	26.7	4.3	240.7	3.8	1.0	7.2	6.3	0	6.8	8.8	1.1	15.2	10.4	
September 1940	5.0	14.5	5.6	4.4	3.1	1.3	1.3	6.1	0.19	3.0	3.4	2.4	6.4	11.5	.....	0.4	4.6	2.1	0	0	16.3	7.1	3.4	23.9	3.3	3.0	7.2	5.4	0	1.4	4.0	1.2	6.5	9.1		
September 1941	10.4	6.4	1.2	1.6	3.7	1.0	5.3	1.5	0.12	2.2	0.1	1.2	0.9	3	.....	0.1	1.5	1.1	0	0	9.6	3.1	3.4	15.3	2.0	1.1	3.7	3.7	0	1.0	3	1.5	2.7	8		
September 1942	0	0	0	0	1	0	2.2	3	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
September 1943	0	0	0	1	2	0	2.2	3	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
September 1944	11.1	0	0	5	1	4	3	2	0	4	2	0	4	0	0	5.2	9.0	0	0	0	2.5	1.0	4	1.5	5	1	1.9	2.0	8	0	0	6	0	1	8	6
September 1945	36.4	0	0	2.5	3	2	3	1	1	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
September 1946	17.4	0	0	5	1	4	5	2	0	4	5	1.2	0	2	0	0	3.0	7.8	0	1.8	4.5	5.8	8	6.7	5	1	2	1	2	0	0	3	1	1	1	0
March 1943	7	0	2	3	2	5	3	1	0	2	0	3	1	2.4	.....	0	1	0	0	0	0	5.3	9.0	1.1	5.5	1.2	2	1.8	1.9	0	0	9	1	1.6	1.3	
June 1943	0	0	0	0	0	0	2	6	0	2	0	0	3	1	2.3	.....	0	0	0	0	0	8.6	1.2	6	1	0	3	1.6	1.7	0	0	4	1	8	6	
September 1943	0	0	0	0	0	0	2	0	3	0	0	0	0	0	0	0	0	0	0	0	2.5	1.0	4	1.5	5	1	1.2	1.2	0	0	6	0	1	8	6	
December 1943	18.2	0	3	6	4	3	4	3	0	1	1	0	2	0	.....	0	0	0	0	0	0	1.9	3.1	7	3.2	7	0	1.1	1.1	0	0	4	0	8	8	
March 1944	89.2	8	7	3	1	3	3	2	0	8	1	0	2	0	0	3	1.4	0	0	0	5	6.5	4	1	0	4	0	1.1	1.2	0	0	4	0	7	9	
June 1944	0	0	3	1	1	1	1	1	0	2	0	3	0	0	.....	0	0	0	0	0	0	0	0	3	1.2	4	0	1.5	1.6	0	0	4	0	7	9	
September 1944	11.1	0	5	1	4	3	4	2	0	2	0	4	0	0	.....	0	0	0	0	0	0	0	0	7	3.1	3	0	1.9	2.0	8	0	4	0	7	9	
December 1944	4.4	0	5	4	0	7	10	1	2	4	0	0	0	0	.....	0	0	5.0	0	0	0	3.6	2.8	5	2.7	5	1	1.9	2.0	8	0	4	0	7	9	
March 1945	71.4	6.1	6	4	1	6	9	1	0	1	6	3	0	1	0	3	1	0	0	0	3.9	1.9	6	8	7	2	1	1	0	2	1	3	1	6	7	
June 1945	10.9	0	4	7	0	0	1	0	0	2	0	0	0	0	.....	0	1	5.7	0	0	0	1.9	3	3	7	3	2	1	1	0	0	4	0	4	5	
September 1945	36.4	0	4	2.5	3	2	3	1	1	4	0	1	0	0	0	6	5.2	0	0	0	0	1.5	4	1.5	3	2	1	1	1	0	3	4	0	4	5	
December 1945	25.1	0	4.0	3.9	5	2	8	1	0	3.8	1	0	2	1.8	0	0	7.0	2.3	1	0	0	9	3.5	1.4	2	1.6	3.2	3.7	0	0	3	8	2	1.5	3.0	
March 1946	50.0	4.2	7	1.8	5	4	4	4	0	2.3	0	0	0	0	.....	0	3.5	2.2	0	1.8	0	20.4	3.1	2.0	4.3	2	1	3	3	0	5	0	7	1	1.9	
June 1946	2.5	8	8	1.6	5	2	2	3	1	6	3	1	4	5	0	3.1	1.6	0	0	0	0	0	8	1.5	6.5	1.6	1	4	1	6	0	4	1	7	1.3	
September 1946	17.4	0	5	1	4	5	5	5	0	4	5	1.2	0	2	0	2	3	7.8	0	1.8	4.5	8	8	6.7	5	1	2	1	2	0	0	3	1	1	1	0

* Few unions of fishermen report on unemployment among their members and these percentages should not be considered as representative.

Quarterly Report of the National Employment Service Offices June 28 to September 26, 1946

EMPLOYMENT conditions, as indicated by the work of the National Employment Service Offices of Canada during the quarter June 28 to September 26, 1946 showed losses in both vacancies and placements, there being reductions of 18.9 per cent in vacancies offered and 37.6 per cent in placements effected when compared with those reported during the corresponding quarter of 1945. Agriculture showed increases in both instances and forestry and logging advanced in vacancies but all other industrial divisions recorded losses, the greatest reduction in vacancies being in manu-

facturing, public utilities operation, construction, trade, services and mining. The heaviest losses in placements were in manufacturing, public utilities operation, forestry and logging, construction, trade and services. All provinces except Prince Edward Island, Manitoba, Saskatchewan and Alberta reported fewer vacancies and all recorded reductions in placements, the greatest decline in vacancies being in Quebec and Ontario and that of placements in Ontario, Quebec and British Columbia.

The accompanying table gives the vacancies and placements of the National Employment

TABLE I—VACANCIES AND PLACEMENTS OF NATIONAL

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Placements			Placements			Placements			Placements		
	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
Agriculture	549	74	2	1,495	513	4	1,147	548	2	2,162	1,744	2
Fishing, Hunting and Trapping	10	7	1	44	15		2			5	1	
Forestry and Logging		1		751	275		1,337	322	2	34,597	2,364	
Mining				483	223		381	208		2,685	1,187	
Metallic Ores and Prospecting.....				17	10					1,798	745	
Coal.....				455	209		371	201		6	6	
Oil, Gas Wells, Quarrying.....				1	4		10	7		881	436	
Manufacturing	198	125	6	3,734	1,824	16	2,200	1,076	22	35,350	13,331	35
Food and Kindred Products.....	139	84	6	1,644	486	7	722	295	9	5,681	1,418	4
Textiles, apparel, etc.....	14	10		515	254		208	65		10,119	3,857	11
Lumber and Finished Lumber Products.....	35	22		117	74		566	294	2	3,341	1,635	1
Pulp, Paper Products and Printing.....	7	7		171	108		156	105	1	2,624	1,459	2
Chemical and Allied Products.....				26	17	1	46	17		1,255	457	3
Products of Petroleum and Coal.....				1			15	3		236	125	
Rubber Products.....				1	1					861	332	
Leather and its Products.....				2	2		25	16		1,602	470	3
Stone, Clay and Glass Products.....				103	71		61	50		750	358	
Iron and Steel and their Products.....	1	1		129	113		205	119	4	1,945	764	
Non-Ferrous Metal Products.....				2	2		11	8		1,234	352	
Machinery.....	1	1		16	10		19	5		2,556	1,116	3
Transportation Equipment.....	1			1,003	684	8	120	81	5	1,812	501	2
Miscellaneous.....				4	2		46	18	1	1,334	487	5
Construction	290	190	9	2,724	2,013	70	2,622	1,665	13	13,340	6,489	17
Public Utilities Operation	74	69		838	534	28	525	358	24	7,036	3,561	1
Heat, Light and Power.....	33	30		46	40		25	14		505	353	
Transportation and Storage.....	29	25		677	413	28	417	296	21	5,983	3,054	
Communications.....	12	14		116	81		83	48	3	548	154	1
Trade	263	209	2	1,997	1,204	52	1,676	743	23	7,192	2,855	32
Finance and Insurance	19	9		141	84	2	104	50	2	970	440	6
Services	470	288	8	4,257	2,295	290	3,058	1,289	254	14,984	5,717	905
Professional and Public.....	133	88		1,981	1,206	3	1,272	701	22	4,247	2,031	56
Recreational.....	17	6		61	33		87	30	4	439	159	8
Business.....	5	4		36	22		28	8		259	72	1
Domestic.....	111	55	8	636	102	277	562	87	218	2,440	435	748
Personal other than Domestic.....	18	17		155	103	1	131	66		1,394	445	14
Hotels and Restaurants.....	161	108		1,142	664	4	778	306	8	4,691	2,007	13
All Others.....	25	10		246	165	5	200	111	2	1,514	5,68	65
Totals	1,873	972	28	16,464	8,980	462	13,052	6,259	342	118,321	37,689	998
Males	1,269	570	28	11,173	6,639	221	9,643	5,039	115	91,426	29,730	43
Females	604	402		5,291	2,341	241	3,409	1,220	227	26,895	7,959	955

Offices by industrial groups in the various provinces during the period June 28 to September 26, 1946.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the National Employment Service Offices during September 1946, it will be seen that the curve of vacancies in relation to applications took a slightly lower course in July and an upward trend in August and September. The curve of placements in relation to applications rose slightly in July and dropped during August and September. During the thirteen-week period there was a ratio of 110.0 vacancies and 49.1 placements for each 100 applications for employment as compared

with 99.5 vacancies and 57.7 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 6,864, of applicants registered 6,237 and of placements effected 3,060 in contrast with a daily average of 8,579 vacancies, 8,618 applications and 4,972 placements during the same quarter of 1945.

During the three months July to September, 1946, the offices reported that they had referred 357,384 persons to positions and had effected a total of 232,543 placements, of which 213,935 were in regular employment and 18,608 in casual work. Of the placements in regular

EMPLOYMENT SERVICE OFFICES, JUNE 28 TO SEPTEMBER 26, 1946

Ontario			Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
6,726	3,792	469	3,172	2,555	51	2,996	1,356	1	4,331	3,210	14	1,044	1,006	254	23,622	14,798	199
18	5	.....	34	12	.....	3	1	.....	5	.....	.....	41	23	.....	162	64	1
24,615	2,308	.....	467	24	.....	145	14	.....	816	231	.....	11,131	3,482	12	73,862	9,021	14
4,572	2,423	3	1,045	512	1	273	77	.....	2,596	1,222	2	1,431	683	9	13,466	6,535	15
4,093	2,236	.....	971	480	1	100	.....	.....	573	436	.....	687	414	1	8,239	4,321	2
7	2	.....	6	3	.....	147	70	.....	1,785	632	1	331	57	7	3,108	1,180	8
472	185	3	68	29	.....	26	7	.....	238	154	1	413	212	1	2,119	1,034	5
80,424	33,918	368	8,201	2,889	350	1,822	1,004	81	4,416	2,399	121	15,821	7,353	244	152,166	63,918	1,243
18,036	7,178	63	3,301	964	76	1,055	676	33	2,109	1,182	46	3,829	1,549	44	30,516	13,832	288
10,425	3,521	14	1,233	402	24	15	7	.....	155	105	17	3,327	1,139	14	23,021	8,360	80
6,094	2,719	87	852	729	123	242	112	39	882	362	19	5,283	3,077	50	17,412	8,574	321
8,418	3,133	28	492	234	17	69	27	2	181	110	9	1,590	504	5	13,708	5,687	64
2,277	1,159	14	199	79	31	59	34	.....	42	20	4	250	120	20	4,154	1,903	73
473	196	6	75	21	.....	35	20	.....	52	43	.....	289	57	22	1,176	465	28
929	271	22	4	3	.....	1	1	.....	11	3	.....	32	14	1	1,839	625	24
2,095	624	7	104	23	2	13	6	.....	3	2	.....	173	42	.....	4,017	1,185	12
2,789	1,269	19	348	130	29	208	75	2	499	374	7	376	192	6	5,134	2,519	63
7,883	3,928	45	430	262	16	10	4	5	105	51	2	839	323	11	11,547	5,565	83
4,131	1,982	24	130	67	16	19	9	.....	43	29	1	769	531	6	6,339	2,980	47
8,906	4,118	14	418	181	14	28	13	.....	114	57	13	424	181	15	12,482	5,682	59
4,542	2,427	12	421	166	.....	55	14	.....	179	34	3	1,477	568	44	9,610	4,475	74
3,426	1,393	13	194	78	2	13	6	.....	41	27	.....	163	56	6	5,211	2,067	27
27,107	16,102	118	2,965	1,466	193	2,324	1,198	81	4,685	2,311	70	9,922	5,821	93	65,899	37,255	574
13,808	6,447	101	3,088	1,174	119	1,496	701	38	1,836	856	72	4,762	2,186	89	33,463	15,866	473
1,770	938	3	143	58	.....	67	43	.....	486	128	.....	220	113	1	3,294	1,717	4
10,489	5,119	98	2,835	1,087	118	1,335	631	30	1,206	650	70	4,160	1,930	80	27,131	13,205	445
1,549	390	.....	110	29	1	94	27	8	144	58	2	382	143	8	3,038	944	23
21,121	9,494	327	4,790	2,098	646	3,279	1,686	344	3,385	1,973	324	8,035	4,425	219	51,738	24,687	1,969
4,054	1,278	17	489	254	8	236	111	15	317	172	8	1,089	473	19	7,419	2,871	77
38,756	15,610	3,751	7,352	2,308	2,268	6,018	2,222	1,208	9,131	3,364	2,357	15,826	5,826	2,403	99,862	38,919	13,444
11,897	5,465	91	2,447	995	410	1,728	918	54	2,145	1,150	72	4,252	2,253	80	30,102	14,807	783
1,359	729	49	267	76	50	314	49	74	309	78	51	551	171	16	3,404	1,351	252
770	291	1	149	64	.....	64	33	2	376	78	276	259	148	6	1,046	720	286
7,312	1,134	3,404	2,093	165	1,592	1,230	116	761	2,823	316	1,660	3,837	256	2,181	21,044	2,646	11,049
2,777	1,008	32	347	150	8	232	123	8	460	269	15	916	434	3	6,430	2,615	81
10,778	5,292	34	1,451	589	170	1,434	652	27	2,292	1,120	31	4,470	1,797	19	27,197	12,535	306
3,863	1,691	140	598	269	38	1,016	331	282	726	353	52	1,551	767	98	9,739	4,265	682
221,201	91,377	5,154	31,543	13,292	3,546	18,592	8,370	1,768	31,518	15,718	2,968	69,095	31,278	3,342	521,659	213,935	18,608
154,042	69,417	1,769	20,462	9,394	1,373	12,887	5,968	868	22,283	11,835	1,106	50,046	23,129	1,255	373,231	161,721	6,778
67,159	21,960	3,385	11,081	3,898	2,173	5,705	2,402	900	9,235	3,883	1,862	19,049	8,149	2,087	148,428	52,214	11,830

employment, 161,721 were of males and 52,214 of females. A comparison with the corresponding period in 1945 shows that 372,907 placements were then made, of which 361,832 were in regular employment and 11,075 in casual work. Applications for employment during the period under review were received from 351,420 males and 122,627 females, a total of

474,047 in contrast with the registration of 646,372 applicants during the same period last year. Employers notified the offices during the quarter July to September, 1946 of 521,659 vacancies of which 373,231 were for males and 148,428 for females, as compared with 643,387 opportunities for work offered during the same quarter of 1945.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

THE only important Orders noted this month were those made under the Alberta Hours of Work Act and the Quebec Minimum Wage Act. Alberta has rescinded the wartime Order which permitted a 10-hour day in sawmills and wood-working plants in rural districts or small towns, but has made new regulations

applying only to sawmills which allow employees to work a 10-hour day and a 60-hour week. In Quebec, the Minimum Wage Order covering the silk textile industry has been amended to exempt yarn-manufacturing from the Order.

Dominion

Surcharge on Pilotage Dues

Orders in Council of October 11, 1946, gazetted October 26, restore from 15 to 25 per cent the surcharge on all dues, except moorage, detention and minimum charges, for the period from October 15, 1946, to March 31, 1947, in

the St. Lawrence-Kingston-Ottawa, Quebec, Montreal and British Columbia pilotage districts. The reduction to 15 per cent for the 1946 navigation season was made by Order in Council in the British Columbia pilotage district on June 18, and in the other three districts on April 16, 1946. (L.G. 1946, p. 1275).

Provincial

Alberta Hours of Work Act

The wartime Order of November 12, 1940 (L.G. 1940, p. 1257) which permitted a 10 hour day in sawmills, planing mills, box factories and woodworking plants in rural districts more than 10 miles from any city or in small towns of less than 1,000 people has been rescinded by an Order in Council of September 17, gazetted September 30.

On October 9, however, a new Order applying only to workers in sawmills in such districts or small towns, permits them, from November 1, 1946, to work a 10-hour day and a 60-hour week. The new regulations were approved by Order in Council on October 22 and gazetted October 31.

New Brunswick Health Act

Regulations governing the examination and licensing of journeymen plumbers (L.G. 1946, p. 1464) have been amended from September 17, 1946, by an Order gazetted October 9, to raise from \$5 to \$10 the fee for examination for a licence and to fix a \$2 fee for any re-examination, permitted only after 90 days. An examiner deputed by the Plumbers' Examining Board may be paid \$5 for each candidate but the maximum in respect of all candidates is \$15.

Quebec Industrial and Commercial Establishments Act Correction

The statement made in the June issue of the LABOUR GAZETTE (p. 832) concerning the employment of women and boys under 18 on

night shifts in Quebec was incorrect. Under the Quebec Industrial and Commercial Establishments Act women and boys under 18 may be employed only on a single shift between 6 a.m. and 9 p.m. or on one of two shifts between 6 a.m. and 11 p.m.

The error was made in connection with Order in Council No. 1640 of May 10, 1946, gazetted May 18, the purpose of which was to permit the Minister of Labour to direct how much time should be allowed for meals when work was arranged in shifts. The Act stipulates that women and boys under 18 on either of the two day shifts must be allowed an hour for a meal between 10 a.m. and noon, or between 6 p.m. and 8 p.m. A more flexible system is authorized by the Order in Council. It permits the Minister, after consulting an industrial physician, to fix the length of the lunch period in each of the two day shifts on which women and boys may be employed and in any night shift when only adult men may be employed.

Quebec Minimum Wage Act

Order 5 applying to the silk textile industry was amended by an Order in Council of September 18, gazetted and effective September 28. Now specifically excluded from the Order, in addition to establishments making fabrics 12 inches or less in width, are establishments making only yarn and the yarn-manufacturing departments of establishments governed by Order 5, except that of the Canadian Celanese Company which continues to be under the Order.

Strikes and Lockouts

Strikes and Lockouts in Canada During October, 1946

DURING October, 1946, the time loss due to strike idleness in Canada declined by more than 260,000 days as compared with the previous month and by more than 25,000 days as compared with the same period a year ago.

During the month settlement was reached of 14 strikes, which had been in existence in some cases since May, 1946, and which still affected about 26,000 workers at the beginning of October. As the plants were made ready for

STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
May.....	28	35	46,641	47,730	564,925	7.80
June.....	25	36	30,354	70,688	935,188	12.92
July.....	28	42	27,459	49,752	918,285	12.68
August.....	20	43	5,095	42,407	867,252	11.96
September.....	13	33	1,662	33,030	657,601	9.08
October.....	10	27	6,881	32,919	393,296	5.43
Cumulative totals.....	188		133,317		4,462,730	6.16
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
May.....	13	15	3,242	3,336	6,738	0.09
June.....	12	13	2,773	2,926	5,138	0.07
July.....	25	27	11,738	11,975	45,497	0.62
August.....	19	27	8,509	13,190	41,122	0.56
September.....	16	17	19,635	19,819	184,556	2.52
October.....	14	18	6,737	25,868	419,242	5.73
Cumulative totals.....	169		72,490		773,128	1.06

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

operations, the workers were re-employed and by the end of the month most of these plants were approaching full production.

Preliminary figures show 27 strikes and lockouts in existence during October, 1946, involving 32,919 workers, with a time loss of 393,296 man-working days, as compared with 33 strikes in September, 1946, with 33,030 workers involved and a time loss of 657,601 days. In October, 1945, there were 18 strikes, involving 25,868 workers, with a time loss of 419,242 days.

The figures for the first ten months of this year are affected by a number of strikes involving an unusually large number of workers, for considerable periods. While the number of strikes during this period is not materially higher than last year, the total of the workers involved and the time loss show great increases. Preliminary figures for the first ten months of 1946 show 188 strikes, involving 133,317 workers, with a time loss of 4,462,730 man-working days. For the same period last year there were 169 strikes, involving 72,490 workers, with a time loss of 773,128 days.

Of the 27 strikes recorded for October, one was settled in favour of the workers, four in favour of the employers, 13 were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month seven strikes were recorded as unterminated, namely: metal miners in British Columbia, compositors, etc., at Winnipeg, Man., compositors, etc., at Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., silverware factory workers at Toronto, Ont., logging and lumber camp workers at Timmins and the Lakehead, Northern Ontario, wood veneer factory workers at Saint John, N.B., and fish handlers at North Sydney, N.S.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. A strike of bakery workers at Halifax, N.S., which commenced on February 11, 1946, has not been declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to October, 1946				
MINING— Metal miners, British Columbia	12	1,200	18,000	Commenced July 3; for increased wages, reduced hours and other conditions; un- terminated (work resumed at one copper mine October 21, 1946).
MANUFACTURING— Rubber and Its Products— Rubber factory workers, Bowmanville, Hamilton, Kitchener, New Toronto and Toronto, Ont.	9	7,500	113,000	Commenced June 23; for increased wages, reduced hours, overtime rates for Satur- days, Sundays and holidays, etc.; ter- minated October 18 to 29; conciliation, federal and provincial, followed by nego- tiations; compromise.
Animal Foods— Meat packing plant workers, St. Boniface, Man.	1	43(*)	43	Commenced September 30; for adjustment of piece-work occupational classification; terminated October 1; return of workers pending reference to RWLB (2); indefinite.
Printing and Publishing— Compositors, etc., Winnipeg, Man.	2	75	1,500	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; untermiated.
Compositors, etc., Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.	5	100	1,800	Commenced May 30; in sympathy with strike of compositors at Winnipeg, Man., commencing November 8, 1945; untermi- nated.
Metal Products— Brass factory workers, New Toronto, Ont.	1	500	8,000	Commenced May 18; for increased wages, reduced hours, union shop, seniority in lay-offs, etc; terminated October 26; conciliation, federal and provincial; com- promise.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1946⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to October, 1945				
MANUFACTURING—Conz Metal Products—Con.				
Motor vehicle factory workers, Chatham and Windsor, Ont.	2	2,250	30,000	Commenced June 18; for increased wages, reduced hours, two weeks' vacations with pay, etc.; terminated October 19; conciliation, federal, followed by negotiations; compromise.
Steel products factory workers, Windsor, Ont.	1	150	2,900	Commenced June 27; for a new agreement providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; terminated October 29; negotiations; compromise.
Electrical apparatus factory workers, Hamilton, Ont.	2	3,000	60,000	Commenced July 5; for increased wages, reduced hours, two weeks' vacations with pay, payment for statutory holidays, etc.; terminated October 28; conciliation, federal; compromise.
Electrical apparatus and wire factory workers, Toronto, Ont.	3	1,200	20,000	Commenced July 8; for new agreements providing for increased wages, reduced hours, two weeks' vacations with pay, etc.; terminated October 31; reference to a commissioner appointed by federal government at request of provincial government; compromise.
Metal factory workers, Welland, Ont.	1	900	9,000	Commenced July 8; for a new agreement providing for increased wages and reduced hours; terminated October 12; conciliation, provincial; compromise.
Steel mill workers, Hamilton, Sault Ste. Marie, Ont., Sydney N.S.	5	8,000	75,000	Commenced July 14; for increased wages, reduced hours, union security, two weeks' vacations with pay, etc.; terminated October 3 (re-employment continued throughout the month as plants made ready for production; operations well under way at Hamilton and Sault Ste. Marie by October 16, and at Sydney by October 31); controller appointed by federal government; compromise.
Silverware factory workers, Toronto, Ont.	1	25	500	Commenced August 20; protest against alleged failure to negotiate a union agreement; unternminated.
Steel products factory workers, Hamilton, Ont.	1	125	625	Commenced August 26; protest against bringing in Dominion and provincial police in connection with steel strike commencing July 14; terminated October 5; return of workers; in favour of employers (five).
Non-Metallie Minerals, Chemicals, etc.—				
Chemical factory workers, Windsor, Ont.	1	350 ⁽⁶⁾	4,200	Commenced June 27; for a new agreement providing for increased wages, reduced hours, union shop, check-off, two weeks' vacations with pay, etc.; terminated October 15; negotiations; compromise.
Chemical factory workers, Amherstburg, Ont.	1	325	3,500	Commenced July 12; for a new agreement providing for increased wages, reduced hours, union security, etc.; terminated October 11 to 17; negotiations; compromise.
Plastic factory workers, Oshawa, Ont.	1	295	590	Commenced August 20; for a new agreement providing for increased wages, reduced hours, union security, two weeks' vacations with pay, etc.; terminated October 2; conciliation, provincial; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During October, 1945				
LOGGING— Logging and lumber camp workers, Timmins and the Lake- head, Northern Ontario.	25	5,750 ⁽⁴⁾	40,000	Commenced October 11; for a union agree- ment providing for increased wages and improved camp conditions; untermiated.
MANUFACTURING— <i>Vegetable Foods—</i> Canning factory workers, St. Catharines, Ont.	1	175	90	Commenced October 16; for a union agree- ment; terminated October 17; return of workers pending further negotiations; indefinite.
<i>Animal Foods—</i> Packing plant workers, poultry division, Winnipeg, Man.	1	26	65	Commenced October 23; for a new agreement providing for increased wages, reduced hours and union security; terminated October 25; negotiations and reference to RWLB; compromise.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Cornwall, Ont.	3	523 ⁽⁷⁾	375	Commenced October 2; inter-union dispute re bargaining agency; terminated October 2; return of workers; in favour of employer.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Victoria, B.C.	1	30	135	Commenced October 11; for payment of wages for certain workers in accordance with wage schedule approved by RWLB; terminated October 19; negotiations; in favour of workers.
Wood veneer factory workers, Saint John, N.B.	1	250	3,500	Commenced October 16; for a greater increase in wages than approved by RWLB; untermiated.
<i>Metal Products—</i> Metal factory workers, London Ont.	1	17	50	Commenced October 28; protesting appoint- ment of new plant superintendent; termi- nated October 31; return of workers and replacement; in favour of employer.
CONSTRUCTION— <i>Buildings and Structures—</i> Labourers, Hawkesbury, Ont.	1	50 ⁽⁸⁾	35	Commenced October 24; for increased wages; terminated October 24; negotiations and reference to RWLB; compromise.
TRANSPORTATION— <i>Water—</i> Dock and warehouse workers, Victoria B.C.	1	10	13	Commenced October 16; misunderstanding of wage schedule authorized by NWLB ⁽⁹⁾ ; terminated October 17; negotiations; in favour of employer.
TRADE— Fish handlers, North Sydney, N.S.	1	50 ⁽⁹⁾	375	Commenced October 23; for increased wages; untermiated.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(4) Estimated.

(5) 300 indirectly affected; (6) 146 indirectly affected; (7) 572 indirectly affected; (8) 100 indirectly affected; (9) 58 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1946, was 145, and 23 were still in progress from the previous month, making a total of 168 during the month. There were 42,700 workers involved and a time loss of 167,000 working-days was caused.

Of the 145 stoppages which began during August, 19 arose out of demands for advances in wages; 46 over other wage questions; two on questions as to working hours; 29 on questions respecting the employment of particular classes or persons; 43 on other questions respecting working arrangements; and six were over questions of trade union principle.

New Zealand

Figures for the first six months of 1946, show 62 strikes, involving 10,534 workers, with a time loss of 17,413 working-days.

India

Statistics received from Indian give the following revised figures: February, 1946, 130 work stoppages, involving 144,803 workers, with a time loss of 403,956 man-days; March, 1946, 160 work stoppages, with 238,742 workers involved, and a time loss of 1,036,875 man-days; April, 1946, 185 work stoppages, involving 313,083 workers, with a time loss of 1,374,482 man-days.

Preliminary figures for May, 1946, show 180 work stoppages, involving 246,381 workers, with a time loss of \$1,241,703 man-days. For June, 1946, the figures are 145 work stoppages with 157,977 workers involved, and a time loss of 807,952 man-days.

United States

Preliminary figures for September, 1946, show 450 strikes and lockouts beginning in the month, in which 380,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 5,000,000 man-days. Corresponding figures for August, 1946, are 500 strikes and lockouts, involving 235,000 workers, with a time loss of 3,425,000 man-days.

Labour Organization in Canada

TRADE union membership in Canada decreased slightly during 1945, but was still larger than in any year with the exception of 1944. According to the *Thirty-Fifth Annual Report on Labour Organization in Canada* for the year ending December 31, 1945, which will soon be released, there were approximately 711,000 members at the end of 1945. This is a decrease of about 13,000 or 1.8 per cent from the 724,000 recorded in the previous year and almost twice the membership of 359,000 in 1939. Of an estimated 2,843,400 non-agricultural wage and salary workers, 14 years of age and over, 25.0 per cent were members of trade unions in Canada at the end of 1945.

While there was a slight decrease in members during 1945, according to the figures reported to the Department of Labour, it is worthy of note that the estimates of total membership given by the two large Congresses of Labour, at their conventions in 1946, are somewhat higher than the total of reports from affiliated unions.

The figures contained in this statement are published with the realization that it is not possible to guarantee 100 per cent accuracy.

The slight decrease in members which occurred during the year 1945 was due mainly to the reduction of employment in certain highly concentrated large scale manufacturing projects for the production of material for the prosecution of the war, with a resultant loss in membership in some of the largest local unions. The number of local unions in Canada increased by 206 from 4,123 in 1944 to 4,329 in 1945. During the year 261 local unions were dissolved while 467 new local unions were formed. The largest number of new locals formed was in the "services" industrial group, where there were 106 new unions formed in comparison to 63 dissolved, accounting for a net increase of 43. In "transportation other than steam railways" there were 49 new locals formed as against 12 dissolutions, a net gain of 37.

The analysis of trade union membership by industrial groups shows that the metal industries had 20.8 per cent of Canadian trade union members. Although the number in this group declined by 45,000 to 148,000, due largely to the cessation of the manufacture of war materials mentioned above, it was still the group with the largest number of trade union members. The next largest group was "steam railway transportation" with 128,000 members.

Changes in the geographical distribution of trade union membership were comparatively small during 1945. Membership figures by province and city, being based on reports from local branches all of which do not always report, are not complete. The information available indicates, however, that 62 per cent of union membership was concentrated in the industrial provinces of Ontario and Quebec, this being within one-quarter of one per cent of the percentage recorded for these provinces in 1944. Of the 4,329 locals known to be in existence in 1945 more than half or 2,549 were in these two provinces. The largest decrease in any province was in British Columbia where union membership declined from about 91,000 to 84,000; this decrease was due in a large measure to a decrease in employment in shipyards.

In 1945 there were 46 urban centres with 20 or more local branches as compared with 44 such centres in 1944. While the union membership in the 46 centres decreased from 433,000 to 418,000 or 3.4 per cent, there were increases in 24 of them. Montreal and Toronto, the two leading centres of industry and population, together had 571 or 13.2 per cent of all local unions in Canada, representing 155,000 or 25.9 per cent of the members of local unions reported in 1945.

Accompanying this article are three tables which will appear in the Report.

Table I shows the total number of local unions, the total membership of all unions from year to year since 1911 as well as the annual percentage increase or decrease in membership.

Table II shows the membership as of December 31, 1945 classified according to affiliation. These figures are compiled from figures furnished the Department by the constituent national, international and directly chartered unions.

Table III shows the distribution of membership by industrial groupings in 1944 and 1945 and the percentage increase or decrease in 1945 over 1944.

The Report on Labour Organization contains a brief historical statement and shows the membership, the names of the officers, and the affiliated unions of the Trades and Labour Congress of Canada, the Canadian Congress of Labour and the Canadian and Catholic Confederation of Labour.

For each national and international union are shown the membership, the number and

location of their branches and the name and address of the secretary. In the case of an international union, the names and addresses of the Canadian officers are given.

In addition, there are included lists of provincial federations, local labour councils, federations of unions in allied trades or industries, district union councils, and railroad brotherhood committees, with the names and addresses of their presidents and secretaries. Some notes are included concerning the nature, functions, and interrelationships of

the constituent parts of the framework of labour organizations. A section of the Report deals with the labour press.

The Report also gives information concerning female membership in unions; benefits paid by headquarters of national and international unions on behalf of Canadian members; teachers' associations; and other organizations of public employees, including those employed by the Dominion, provincial and municipal governments.

TABLE I—LOCAL UNIONS AND UNION MEMBERSHIP IN CANADA, 1911-1945

Year	Locals	Member-ship	Percentage change from previous year	Year	Locals	Member-ship	Percentage change from previous year
1911.....	1,741	133,132	.....	1928.....	2,653	300,602	+ 3.6
1912.....	1,883	160,120	+20.3	1929.....	2,778	319,476	+ 6.3
1913.....	2,017	175,799	+ 9.8	1930.....	2,809	322,449	+ 0.9
1914.....	2,003	166,163	- 5.5	1931.....	2,772	310,544	- 3.7
1915.....	1,883	143,343	-13.7	1932.....	2,710	283,096	- 8.8
1916.....	1,842	160,407	+11.9	1933.....	2,687	285,720	+ 0.9
1917.....	1,974	204,630	+27.6	1934.....	2,720	281,274	- 1.6
1918.....	2,274	248,887	+21.6	1935.....	2,717	280,648	- 0.2
1919.....	2,847	378,047	+51.9	1936.....	2,860	322,746	+15.0
1920.....	2,918	373,842	- 1.1	1937.....	3,231	383,492	+19.0
1921.....	2,668	313,320	-16.2	1938.....	3,280	381,645	- 0.5
1922.....	2,512	276,621	-11.7	1939.....	3,267	358,967	- 5.9
1923.....	2,487	278,092	+ 0.5	1940.....	3,221	362,223	+ 0.9
1924.....	2,429	260,643	- 6.3	1941.....	3,318	461,681	+27.5
1925.....	2,494	271,064	+ 4.0	1942.....	3,426	578,380	+25.3
1926.....	2,515	274,604	+ 1.3	1943.....	3,735	664,533	+14.9
1927.....	2,604	290,282	+ 5.7	1944.....	4,123	724,188	+ 9.0
				1945.....	4,329	711,117	- 1.8

TABLE II.—UNION MEMBERSHIP AND LOCAL UNIONS IN CANADA CLASSIFIED BY AFFILIATION, 1945

Affiliation	No. of Branches	Member-ship
Trades and Labour Congress of Canada.....	2,394	312,391
American Federation of Labour ⁽¹⁾	39	6,227
Canadian Congress of Labour.....	955	244,750
Congress of Industrial Organizations ⁽²⁾	4	163
Canadian and Catholic Confederation of Labour.....	310	68,205
International Railway Brotherhoods (independent).....	371	37,273
Canadian Federation of Labour ⁽³⁾	4	193
Unaffiliated National and International Unions.....	197	34,559
Unaffiliated Local Unions.....	55	7,356
Total.....	4,329	711,117

(1) These comprise international unions affiliated with the A.F. of L. in the United States, the Canadian branches of which are not affiliated with the Trades and Labour Congress of Canada. The 38 local or federal unions with 2,460 members which received their charters directly from the A.F. of L. have been included under the Trades and Labour Congress in this table as they are affiliated with that body.

(2) These comprise international unions affiliated with the C.I.O. in the United States, the Canadian branches of which are not affiliated with the Canadian Congress of Labour.

(3) The membership shown is for the affiliated unions which reported their membership to the Department.

TABLE III.—DISTRIBUTION OF TRADE UNION MEMBERSHIP BY MAIN INDUSTRIAL GROUPS 1944 AND 1945 AND THE PERCENTAGE CHANGE IN 1945 OVER 1944

Industrial Group	1944		1945		Percentage change in Membership 1945 over 1944
	Member-ship	Per cent of Total	Member-ship	Per cent of Total	
Mining and Quarrying.....	38,601	5.3	37,913	5.3	- 3.6
Metals.....	193,336	26.7	147,909	20.8	-23.5
Construction.....	57,501	8.0	65,569	9.2	+14.0
Light, Heat and Power.....	9,330	1.3	8,977	1.3	- 3.5
Wood and Wood Products.....	48,941	6.7	49,259	6.9	+ .6
Printing and Publishing.....	12,212	1.7	14,234	2.0	+16.6
Steam Railway Transportation.....	121,245	16.7	127,945	18.0	+ 5.5
Other Transportation.....	45,236	6.2	49,991	7.0	+10.5
Services.....	70,675	9.8	76,441	10.7	+ 8.2
Clothing, Footwear.....	39,592	5.5	46,122	6.5	+16.5
Textiles.....	27,996	3.9	28,248	4.0	+ .9
Foods.....	28,737	4.0	28,464	4.0	- .9
All Other Industries.....	30,816	4.2	30,765	4.3	- .2
Totals.....	724,188	100.0	711,117	100.0	- 1.8

Prices

Prices, Retail and Wholesale, in Canada, October, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index rose 1.3 points (to 126.8) between September 3 and October 1, 1946, reflecting increases in five of the six family budget groups. The food series advanced from 143.2 to 146.5 due to a substantially higher price for fluid milk which was only partially offset by seasonably lower prices for fresh vegetables. Following results of the semi-annual survey rentals moved up from 112.6 to 113.4 while fuel and lighting costs advanced from 107.2 to 107.3, clothing from 129.6 to 130.2 and homefurnishings and services from 128.4 to 128.8. The miscellaneous items series remained unchanged at an index level of 113.9.

With the exception of the Halifax index which remained unchanged at 125.0, bi-monthly cost-of-living indexes for eight regional cities all moved higher between August and October. Advances ranged from 1.4 points for Toronto to 0.3 for Saint John.

Gains for other cities were as follows: Montreal 1.2 (to 129.5), Winnipeg 0.6 (to 122.7), Saskatoon 1.1 (to 127.2), Edmonton 0.7 (to 123.9), and Vancouver 1.2 (to 125.9). Higher prices for foods followed by clothing and homefurnishings and services were mainly responsible for these index advances. In addition rentals and fuel and lighting costs were higher in a few centres.

Rent Indexes Revised

Rent indexes for Vancouver and Edmonton have been revised back for a period of five years on the basis of results from a special inquiry. This same information has been used in the cost-of-living index for Canada, but changes have not been sufficient to affect the level of the Canada index by one-tenth of one per cent. Revised rent and total cost-of-living index numbers for Vancouver and Edmonton are as follows:

	EDMONTON		VANCOUVER	
	Rent	Cost of Living	Rent	Cost of Living
1942—June.....	100.5	112.1	100.7	113.3
August.....	100.5	114.2	100.7	115.3
October.....	101.0	113.8	101.4	115.8
December.....	101.0	115.2	101.4	117.2
1943—February.....	101.0	113.7	101.4	115.1
April.....	101.0	114.3	101.4	117.1
June.....	101.5	115.5	102.1	117.3
August.....	101.5	118.3	102.1	118.2
October.....	102.0	116.2	102.8	118.3
December.....	102.0	116.4	102.8	118.1
1944—February.....	102.0	116.1	102.8	117.4
April.....	102.0	116.1	102.8	117.8
June.....	102.5	116.2	103.5	118.1
August.....	102.5	116.5	103.5	117.7
October.....	103.0	116.3	104.2	118.1
December.....	103.0	116.2	104.2	117.9
1945—February.....	103.0	116.6	104.2	118.4
April.....	103.0	116.8	104.2	118.6
June.....	103.5	117.3	104.9	120.0
August.....	103.5	118.4	104.9	120.4
October.....	104.0	117.9	105.6	119.0
December.....	104.0	118.4	105.6	119.7
1946—February.....	104.0	117.8	105.6	119.2
April.....	104.0	119.1	105.6	120.4
June.....	104.5	121.2	106.3	123.7
August.....	104.5	123.2	106.3	124.7

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

(Concluded on p. 1666).

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1946

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

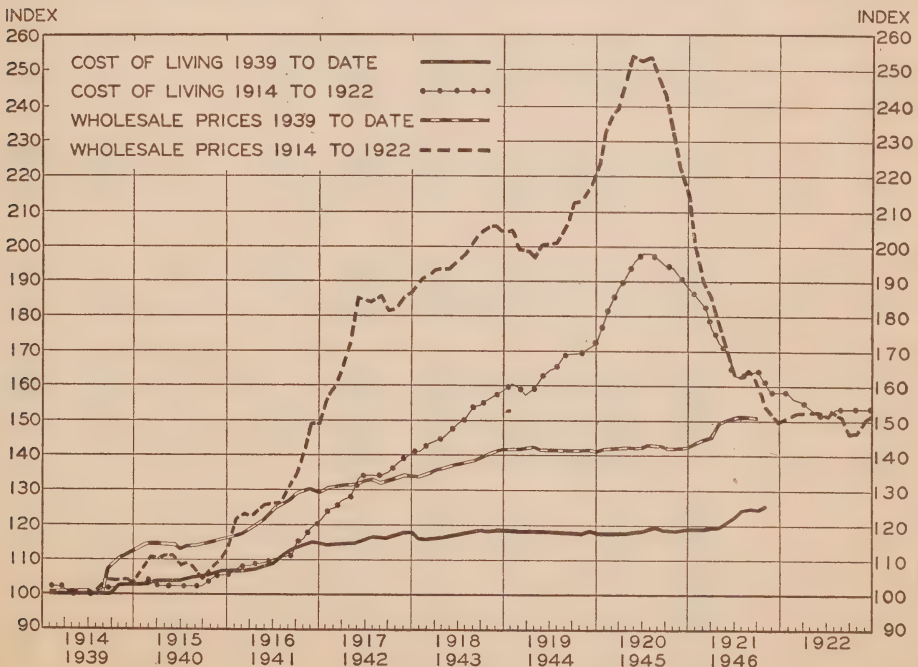


TABLE I.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914		79.7	92.2	72.1	75.1	88.3	69.6		
1915		80.7	93.7	69.8	73.8	96.4	70.0		
1916		87.0	103.9	70.6	75.4	109.8	74.1		
1917		102.4	134.3	75.8	83.8	129.1	80.7		
1918		115.6	154.2	80.0	92.6	151.0	90.3		
1919		126.5	164.8	87.3	100.7	173.6	100.0		
1920		145.4	189.5	100.1	120.2	211.9	109.3		
1921		129.9	145.5	109.4	128.1	172.0	111.4		
1922		120.4	123.3	114.0	122.7	145.7	111.4		
1926		121.8	133.3	115.9	116.8	139.1	106.1		
1927		119.9	130.8	114.5	114.4	135.6	105.1		
1928		120.5	131.5	117.3	113.2	135.5	104.8		
1929		121.7	134.7	119.7	112.6	134.8	105.0		
1934		95.6	92.7	93.1	102.1	97.1	97.8		
1935		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1	114.9	116.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1	116.7	117.6	128.7	111.3	112.8	120.2	117.8	107.7	123.2
July 2	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945									
January 2	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946									
January 2	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June 1	123.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July 2	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August 1	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September 3	124.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October 1	125.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9

† Commodities in the cost-of-living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1946

(Basis—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	125.0	151.9	105.7	107.9	129.7	121.5	113.8
Saint John.....	124.9	143.4	107.8	115.7	130.4	121.6	113.7
Montreal.....	129.5	155.8	108.8	109.7	130.6	128.4	111.2
Toronto.....	124.9	143.2	111.1	116.3	131.2	125.6	113.7
Winnipeg.....	122.7	144.1	106.0	109.5	124.1	122.8	111.8
Saskatoon.....	127.2	150.2	115.1	110.4	127.3	127.1	112.3
Edmonton.....	*123.9	149.8	*105.0	93.5	130.5	123.3	112.7
Vancouver.....	*125.9	148.0	*107.0	114.5	131.8	125.6	112.4

* Revised. See explanatory note on page 1658

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—MARCH, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR OCTOBER, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	Mar. 1945	June 1945	Sept. 1945	Dec. 1945	Mar. 1946	June 1946	Aug. 1946	Sept. 1946	Oct. 1946	Price Oct. 1946
Beef, sirloin steak.....	lb.	100.0	120.7	153.8	154.5	154.8	154.8	155.2	156.6	163.1	163.8	163.8	45.7
Beef, round steak.....	lb.	100.0	125.7	166.7	167.1	167.9	167.9	167.9	170.0	177.2	177.6	178.1	42.2
Beef, rib roast.....	lb.	100.0	125.5	173.5	173.5	174.8	174.3	175.2	177.4	185.7	186.1	186.1	42.8
Beef, shoulder.....	lb.	100.0	132.7	161.0	161.6	161.6	162.3	162.3	163.5	168.6	169.2	169.2	26.9
Beef, stewing, boneless.....	lb.	100.0	136.7	168.3	168.3	168.3	168.3	169.0	169.8	173.5	173.5	173.5	23.7
Veal, front roll, boneless.....	lb.	100.0	139.3	174.0	173.4	174.6	174.0	173.4	174.6	174.0	174.0	174.6	29.5
Lamb, leg roast.....	lb.	100.0	109.9	148.6	153.5	159.2	152.8	152.8	156.0	171.1	162.0	157.7	44.8
Pork, fresh loins, centre cut.....	lb.	100.0	125.3	141.9	142.7	143.1	143.8	144.6	160.8	162.6	163.0	163.3	44.4
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	142.3	142.9	142.9	143.4	144.4	163.8	164.8	164.3	164.3	31.3
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	140.9	141.2	141.8	142.5	142.5	160.9	162.4	162.7	162.7	51.9
Lard, pure.....	lb.	100.0	151.3	156.1	157.0	158.8	159.6	160.5	176.3	178.1	178.1	178.1	20.3
Shortening, vegetable.....	lb.	100.0	134.7	136.8	137.5	137.5	137.5	137.5	140.3	140.3	141.0	141.0	20.3
Eggs, grade "A", large.....	doz.	100.0	156.4	140.1	137.8	171.4	181.3	144.1	144.1	176.3	178.3	178.9	55.7
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	96.3	114.7	114.7	114.7	139.4	15.2
Butter, creamery, prints.....	lb.	100.0	140.5	146.2	144.0	144.3	148.0	149.1	161.5	164.1	164.8	164.8	45.0
Cheese, Canadian, mild.....	lb.	100.0	174.6	164.9	164.4	164.9	165.4	166.3	168.3	168.3	168.7	169.7	35.8
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	7.2
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	137.7	136.8	137.7	137.7	137.7	138.7	139.6	142.5	152.8	16.2
Peas, canned, 2's.....	tin	100.0	117.5	122.5	121.7	121.7	121.7	121.7	121.7	124.2	126.7	128.3	15.4
Corn, canned, 2's.....	tin	100.0	128.3	132.7	132.7	132.7	132.7	132.7	132.7	133.6	135.4	139.8	15.8
Beans, dry.....	lb.	100.0	129.4	133.3	133.3	133.3	133.3	135.3	137.3	137.3	137.3	139.2	7.1
Onions.....	lb.	100.0	108.2	110.2	130.6	134.7	126.5	138.8	163.3	153.1	144.9	138.8	6.8
Potatoes.....	15 lb.	100.0	89.9	140.5	171.6	169.2	149.4	155.5	184.8	180.8	151.5	134.1	44.0
Prunes, bulk.....	lb.	100.0	115.8	121.9	120.2	120.2	120.2	134.2	137.7	142.1	143.0	143.0	16.3
Raisins, seedless, bulk.....	lb.	100.0	104.0	102.6	109.9	107.9	108.6	121.2	129.1	126.5	125.8	125.2	18.9
Oranges.....	doz.	100.0	132.5	146.8	157.7	155.6	154.3	147.1	161.1	151.9	151.5	153.2	44.9
Lemons.....	doz.	100.0	111.3	142.5	143.1	147.7	148.6	147.7	145.5	144.3	143.1	141.5	46.0
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	115.1	114.5	115.1	116.3	125.4	132.1	135.2	137.6	22.6
Peaches, 20 oz.....	tin	100.0	101.5	103.6	105.1	105.6	108.1	105.1	106.6	107.1	112.2	119.8	23.6
Marmalade, orange, 16 oz.....	jar	100.0	118.3	129.6	128.9	128.9	128.9	129.6	131.8	132.6	133.3	134.0	18.2
Corn syrup, 2 lb.....	tin	100.0	138.0	155.3	158.2	158.2	157.7	158.2	159.4	168.8	171.7	175.8	30.1
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.4	131.7	131.7	131.7	132.0	132.8	133.1	133.4	45.1
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to October 1946 prices

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef						Pork						Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package.	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, per lb.	Fresh shoulder hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package								Eggs, grade "A" large, per dozen
P.E.I.																				
1—Charlottetown.....	45.5	42.6	38.7	28.1	24.0	....	43.7	43.3	34.2	49.4	21.2	20.8	55.9	13.0	47.0	35.2	7.3	4.6	6.8	10.0
Nova Scotia—																				
2—Halifax.....	47.7	44.2	41.8	27.6	24.3	24.3	46.8	46.4	31.9	53.1	21.2	20.4	58.9	15.0	47.0	37.3	8.0	4.5	8.3	10.0
3—New Glasgow.....	48.8	44.9	43.5	28.8	24.3	....	47.7	47.3	32.8	53.2	21.4	20.3	58.2	14.0	47.1	36.7	7.3	4.8	7.5	10.0
4—Sydney.....	49.9	44.8	36.0	29.5	24.4	....	47.3	44.7	....	53.0	20.9	20.0	58.9	16.0	47.1	37.5	7.3	4.6	7.8	9.9
5—Truro.....	48.3	45.3	43.6	28.7	25.2	....	45.1	46.6	....	53.0	....	20.6	59.1	14.0	46.7	39.4	6.7	4.9	7.6	9.9
New Brunswick—																				
6—Fredericton.....	48.4	44.3	47.0	28.5	25.1	....	46.0	44.3	30.7	53.3	20.7	19.9	56.9	14.0	46.8	34.7	7.3	4.8	6.5	9.4
7—Moncton.....	47.5	44.0	45.8	27.6	24.6	30.0	46.9	46.2	32.0	54.4	20.6	20.2	58.1	14.0	46.8	35.4	8.0	4.5	7.9	10.0
8—Saint John.....	46.7	44.3	40.4	27.0	24.0	29.7	46.6	47.7	32.6	51.5	20.5	20.0	58.6	15.0	46.9	34.6	7.3	4.2	7.1	9.7
Quebec—																				
9—Chicoutimi.....	45.6	42.6	42.8	27.4	22.6	....	....	42.6	33.3	54.5	22.0	22.3	58.5	15.0	44.6	33.3	6.7	4.3	....	9.9
10—Hull.....	42.9	40.4	40.1	28.0	22.4	30.1	44.5	43.4	31.9	52.5	19.7	20.2	58.0	15.0	44.2	32.2	5.3	3.8	7.6	9.4
11—Montreal.....	44.2	41.4	44.2	25.7	24.1	29.9	45.0	43.9	32.2	53.2	19.8	20.0	58.8	15.5	45.3	35.1	6.0	3.8	7.0	9.2
12—Quebec.....	45.3	42.0	43.3	27.9	22.6	29.7	44.5	40.1	31.7	51.6	20.8	20.4	57.4	15.0	45.6	35.0	5.5	3.6	8.0	9.6
13—St. Hyacinthe.....	41.5	37.1	39.3	26.9	21.7	31.7	42.7	41.0	30.9	50.8	20.4	19.7	56.4	14.0	44.8	33.5	5.3	4.1	8.0	9.8
14—St. Johns.....	46.0	41.7	44.7	31.0	....	....	....	44.7	....	55.7	21.3	20.6	57.3	14.0	45.1	35.3	5.3	4.1	8.0	9.7
15—Sherbrooke.....	45.6	41.1	41.9	27.6	22.8	33.3	46.3	42.4	30.1	49.8	20.5	19.8	57.0	15.0	44.4	35.7	5.3	4.2	7.9	9.8
16—Sorel.....	43.5	39.6	42.1	26.4	23.1	....	....	39.7	30.1	52.0	21.0	20.5	57.3	14.0	45.2	33.0	5.3	4.1	8.1	10.0
17—Thetford Mines.....	39.0	38.1	....	28.3	20.9	....	....	39.4	30.6	45.0	....	20.0	55.7	14.0	44.5	33.7	5.3	4.0	7.2	9.5
18—Three Rivers.....	42.3	40.3	38.6	28.7	24.0	30.7	....	38.9	30.6	53.4	21.1	19.6	56.7	15.0	45.1	34.6	6.0	3.9	7.7	9.6
Ontario—																				
19—Belleville.....	47.0	42.6	44.2	26.6	23.7	27.7	45.0	46.2	31.4	52.6	20.4	19.7	54.9	15.0	45.3	33.3	6.7	4.2	7.0	8.6
20—Brantford.....	47.3	43.7	44.0	27.7	24.0	30.8	45.7	45.7	31.4	52.7	20.4	20.0	56.0	15.0	45.4	35.6	6.7	4.2	7.4	9.1
21—Brockville.....	48.4	44.7	46.3	27.7	23.9	....	45.7	43.1	30.7	55.0	20.5	19.4	55.7	15.0	44.3	33.3	6.3	4.0	7.8	8.8
22—Chatham.....	46.0	42.1	43.2	26.7	25.4	31.7	46.5	46.3	33.2	52.1	20.3	20.1	53.3	15.0	44.9	36.6	5.3	4.1	6.6	8.7
23—Cornwall.....	47.5	44.5	45.4	28.0	27.1	....	45.7	45.4	32.6	51.9	20.5	19.7	56.6	15.0	45.1	33.7	6.0	3.9	7.3	9.1
24—Fort William.....	44.9	41.6	43.8	25.7	24.1	29.3	45.8	44.7	....	50.3	19.3	19.3	56.4	16.0	44.8	....	6.0	3.9	6.9	8.7
25—Galt.....	46.7	42.7	43.4	26.2	23.4	....	....	46.0	30.0	54.1	20.7	19.8	55.4	15.0	45.1	36.3	6.7	4.0	7.2	8.8
26—Guelph.....	47.0	43.5	43.7	28.0	24.7	33.2	45.6	46.1	32.6	51.7	20.6	19.9	55.5	15.0	45.5	36.2	6.0	4.1	7.2	8.7
27—Hamilton.....	46.0	42.9	44.3	27.3	24.2	30.3	45.2	46.1	31.5	52.8	20.2	19.3	56.0	16.0	45.6	37.2	6.0	4.2	7.4	8.8
28—Kingston.....	47.6	42.4	45.0	27.6	24.0	....	45.3	44.9	31.0	52.7	20.3	19.4	56.3	15.0	44.6	34.8	6.0	4.3	7.6	9.1
29—Kitchener.....	45.2	42.8	44.7	26.9	23.6	30.5	45.9	45.4	31.8	52.5	20.5	20.1	53.8	15.0	45.3	34.9	6.7	4.0	7.3	8.9
30—London.....	46.6	43.2	44.2	27.4	24.2	30.1	45.4	45.9	30.6	52.0	20.6	19.9	54.8	15.0	45.5	34.7	8.0	4.0	7.3	8.8
31—Niagara Falls.....	46.2	42.3	44.3	26.8	23.1	....	44.6	44.7	31.9	52.7	20.6	19.7	56.2	15.5	45.2	....	6.0	4.1	6.7	8.9
32—North Bay.....	45.5	42.0	43.8	26.6	24.6	....	47.4	....	....	51.0	21.0	19.7	59.0	16.0	45.2	....	6.7	4.2	8.0	9.7
33—Oshawa.....	45.7	43.1	45.1	27.4	23.7	....	45.0	46.2	30.8	52.2	20.8	19.6	55.9	15.0	45.6	35.6	6.0	4.0	7.2	9.0
34—Ottawa.....	46.1	43.1	44.3	26.8	23.9	30.4	45.9	44.6	31.0	53.5	20.6	19.5	57.9	15.0	44.5	32.9	6.7	3.8	7.5	8.8

COAL AND RENTALS IN CANADA, OCTOBER, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, pe 120 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes choice, 2½ s (23 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15.4	15.7	16.1	6.7	7.5	37.7	15.8	20.8	49.2	66.6	46.2	25.0	39.5	31.7	8.6	8.1	54.5	38.0	.....	11.90	24.00-28.00(b)	1
17.5	15.8	16.0	8.6	6.6	41.3	16.4	18.6	46.9	54.4	49.0	24.8	41.1	34.2	8.6	8.5	50.3	38.0	.....	12.63	27.50-31.50	
.....	14.9	.....	7.0	7.0	49.4	15.9	19.2	50.7	50.4	47.0	24.7	37.5	33.0	8.2	8.2	53.9	38.0	.....	.....	16.00-20.00	3
17.0	16.1	15.5	6.7	6.9	45.8	17.3	18.7	49.8	57.0	45.8	.....	39.5	31.1	8.6	8.5	50.5	37.8	.....	7.08	18.00-22.00(b)	4
.....	15.2	.....	7.1	6.9	45.1	18.3	19.5	45.8	60.8	43.0	25.0	38.6	34.2	8.7	8.7	50.3	38.0	.....	11.75	26.50-30.50	5
.....	15.5	.....	7.4	6.8	45.5	16.2	21.0	48.5	56.2	.....	24.5	39.7	31.2	8.5	8.3	51.3	37.9	.....	12.41	21.00-25.00(b)	6
18.2	15.6	15.7	6.7	6.9	41.8	16.9	20.4	50.1	56.2	.....	22.3	39.5	33.9	9.0	8.9	51.2	38.0	.....	11.91	26.00-30.00(b)	7
17.0	15.1	15.1	7.2	6.3	39.5	16.4	18.9	49.5	55.1	44.8	24.5	37.8	34.1	8.5	8.3	48.2	38.0	.....	13.03	20.50-24.50(b)	8
.....	14.9	.....	7.6	8.4	50.4	15.7	20.7	48.4	55.0	44.3	.....	40.0	32.7	8.6	8.2	53.7	40.0	18.00	.....	.....	9
15.1	14.6	15.3	7.6	6.8	46.2	15.0	17.7	38.1	44.3	41.0	.....	35.6	29.6	8.3	8.1	45.7	38.9	16.75	.....	15.50-19.50	10
15.3	14.6	14.5	7.5	7.2	42.0	15.5	19.3	42.0	39.3	42.5	22.6	36.3	31.9	8.0	8.0	46.8	39.5	16.75	.....	23.00-27.00(b)	11
17.3	15.3	15.3	8.2	7.4	41.3	16.3	19.6	44.9	47.1	44.0	22.5	37.6	32.1	8.1	7.9	44.0	40.0	16.00	.....	27.50-31.50(b)	12
14.6	15.1	15.4	8.6	8.0	47.8	15.3	17.9	45.6	44.3	47.4	.....	37.1	32.3	8.0	7.8	43.3	40.1	15.75	.....	16.00-20.00(b)	13
15.7	15.1	15.3	7.0	8.1	47.1	15.7	19.3	49.0	47.2	43.3	.....	38.5	.....	8.0	7.9	42.3	39.7	15.50	.....	.....	14
17.0	14.9	15.6	7.2	7.2	42.1	15.8	19.6	45.5	43.2	46.4	.....	39.0	32.3	8.0	8.0	41.7	39.5	17.50	.....	20.00-24.00(b)	15
16.3	14.6	15.3	8.0	7.5	53.7	16.6	19.3	47.9	47.6	44.0	.....	38.5	31.5	7.9	7.7	48.7	39.4	16.25	.....	.....	16
16.9	15.0	15.6	7.1	8.0	44.3	18.3	19.2	51.6	48.3	46.3	.....	38.5	31.8	8.1	7.6	47.8	39.3	19.00	.....	14.00-18.00(b)	17
15.1	14.8	14.9	7.7	8.1	44.2	16.1	20.7	44.0	46.1	43.1	.....	38.2	.....	8.4	8.0	48.2	40.0	16.00	.....	20.00-24.00(b)	18
14.0	14.6	.....	6.5	6.7	44.9	16.4	19.0	44.4	42.8	.....	23.7	34.8	30.2	8.4	8.3	44.9	39.0	16.00	.....	.....	19
14.5	15.1	.....	6.9	6.8	42.6	17.3	18.6	40.2	43.2	41.0	24.5	34.4	29.4	8.3	8.3	45.6	39.2	16.00	.....	22.00-26.00	20
15.4	14.6	15.0	6.4	7.1	45.9	16.6	20.0	42.7	48.7	.....	.....	35.9	29.4	8.3	8.1	45.3	38.4	16.00	.....	20.00-24.00	21
16.5	15.7	16.1	7.0	6.7	45.6	.....	19.0	38.4	41.8	.....	25.7	34.4	30.2	8.6	8.6	42.2	38.2	16.00	.....	21.50-25.50	22
15.5	16.1	15.0	6.5	7.4	44.5	16.0	18.7	43.4	41.3	.....	.....	36.2	31.0	8.0	8.0	45.6	38.6	16.50	.....	23.00-27.00(b)	23
14.0	14.7	14.6	6.6	6.6	44.8	15.8	18.8	45.3	48.7	43.9	23.0	37.3	27.0	8.6	8.6	42.1	38.1	16.80	.....	25.50-29.50	24
.....	15.6	15.2	6.7	6.5	41.9	16.0	17.5	39.4	46.6	43.0	23.3	33.7	29.5	8.5	8.3	44.5	39.6	16.00	.....	22.00-26.00	25
.....	16.1	16.0	6.5	6.4	44.6	16.6	18.7	41.4	42.1	.....	.....	34.7	29.5	8.5	8.4	44.0	38.6	16.00	.....	22.50-26.50	26
.....	14.8	15.0	6.3	6.6	46.2	17.4	17.4	45.4	42.0	42.7	24.0	34.3	30.1	8.1	8.1	43.0	39.4	15.50	.....	26.50-30.50	27
16.6	15.0	15.0	6.8	6.9	45.3	17.0	18.5	46.2	43.9	43.3	.....	36.6	29.4	8.1	8.0	43.9	38.8	16.00	.....	29.50-33.50	28
14.7	15.3	15.2	6.8	6.7	39.4	16.0	17.8	43.9	44.5	42.1	24.0	34.7	30.3	8.6	8.4	42.3	39.4	16.00	.....	27.50-31.50	29
16.6	15.3	15.5	6.6	6.5	44.3	16.6	18.0	43.2	43.1	42.7	24.7	33.9	28.9	8.6	8.4	44.2	39.2	16.50	.....	27.00-31.00	30
14.3	14.2	.....	6.2	5.7	41.9	15.5	17.3	43.9	41.9	42.3	24.3	35.0	29.1	8.5	8.6	44.3	39.5	14.63	.....	25.00-29.00	31
.....	15.5	.....	6.5	6.5	43.7	17.0	18.3	46.2	47.5	.....	.....	36.0	.....	9.0	8.9	50.6	39.4	17.25	.....	23.00-27.00	32
15.7	15.1	.....	7.3	6.2	40.6	18.2	17.5	43.6	41.6	.....	.....	35.6	28.6	8.5	8.2	46.4	39.5	16.00	.....	26.00-30.00	33
14.0	15.0	15.7	7.3	7.4	43.3	16.7	19.1	45.7	43.4	44.3	.....	37.4	31.0	8.3	8.0	43.9	39.0	16.75	.....	31.50-35.50	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Pork			(c)	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	(c)	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	(c)	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	(c)		Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	(c)													
35—Owen Sound.....	45.1	42.6	44.0	26.7	23.4	...	45.0	45.7	31.5	53.0	20.5	20.0	54.1	15.0	45.3	34.2	6.0	4.2	6.8	9.1		
36—Peterborough.....	47.9	44.5	45.8	28.1	25.0	32.0	45.8	45.2	30.8	51.8	20.6	19.4	55.4	15.0	45.4	35.4	6.0	4.3	7.6	8.5		
37—Port Arthur.....	46.0	42.3	43.3	26.0	23.8	29.0	45.5	46.1	32.5	53.4	19.4	19.3	56.5	16.0	45.0	33.3	6.3	4.1	6.3	8.9		
38—St. Catharines.....	46.1	42.5	43.9	27.3	24.1	30.7	45.0	46.6	31.7	51.6	20.8	19.5	56.7	15.5	45.6	36.3	6.0	4.1	7.1	8.8		
39—St. Thomas.....	46.5	42.9	43.9	27.2	24.0	30.6	45.8	45.5	32.9	51.6	20.9	20.2	55.6	15.0	45.6	34.7	6.0	4.2	7.3	9.2		
40—Sarnia.....	46.4	43.6	43.7	28.4	24.6	33.3	44.2	46.3	31.6	51.4	20.5	20.7	55.5	15.0	45.8	34.8	6.0	4.0	7.1	9.2		
41—Sault Ste. Marie.....	46.8	42.6	43.2	27.2	24.6	...	43.7	43.5	31.2	50.3	19.9	19.3	58.5	16.0	44.8	34.6	6.7	4.0	7.3	8.7		
42—Stratford.....	44.5	41.9	42.9	26.9	23.9	...	45.0	45.2	29.0	52.2	20.5	20.6	53.2	15.0	45.4	36.5	5.3	3.9	7.6	9.1		
43—Sudbury.....	45.6	41.4	41.4	26.7	24.8	28.6	44.8	44.2	33.7	49.8	20.6	20.3	58.2	16.0	44.5	34.9	6.7	4.1	7.5	8.9		
44—Timmins.....	47.0	42.6	44.6	27.1	23.9	29.6	43.7	45.7	...	51.4	20.9	19.8	58.8	17.0	44.8	35.5	6.7	4.2	7.6	9.5		
45—Toronto.....	47.0	43.3	45.4	28.1	23.7	30.6	45.2	46.8	31.0	52.9	20.0	19.3	56.9	16.0	45.3	38.3	6.7	4.2	7.2	8.7		
46—Welland.....	45.2	42.2	42.7	26.5	23.6	29.8	...	44.3	31.8	51.9	20.9	20.2	55.3	16.0	45.5	36.8	6.7	4.1	7.0	8.9		
47—Windsor.....	46.1	42.2	44.5	26.9	24.1	...	45.2	46.7	32.2	51.6	20.4	19.8	56.3	16.0	45.0	36.0	6.0	4.1	7.2	8.8		
48—Woodstock.....	46.7	43.7	44.5	29.0	25.2	...	...	45.7	33.3	50.7	20.5	19.7	55.3	15.0	45.0	33.6	6.0	3.8	7.0	8.8
Manitoba—																						
49—Brandon.....	44.7	40.5	41.5	25.3	23.3	...	43.7	45.0	31.7	50.3	19.2	21.2	54.0	13.0	42.7	34.0	7.1	3.8	5.4	9.0		
50—Winnipeg.....	44.2	39.5	37.1	24.9	22.1	27.7	42.8	43.8	32.0	49.4	18.6	19.8	54.4	14.0	42.4	35.4	8.0	3.6	6.5	8.7		
Saskatchewan—																						
51—Moose Jaw.....	42.3	38.6	38.6	24.2	21.2	...	42.0	39.0	28.7	50.0	18.3	21.9	...	15.0	42.5	...	7.2	3.8	6.5	8.7		
52—Prince Albert.....	40.0	37.6	38.3	23.6	21.0	...	40.7	...	...	49.2	18.9	21.1	50.5	14.0	43.2	35.3	6.0	4.0	6.3	8.7
53—Regina.....	42.7	39.3	39.8	24.1	21.7	27.7	43.0	41.0	28.2	49.7	18.9	22.3	53.4	14.0	42.4	...	6.8	3.9	5.6	9.1		
54—Saskatoon.....	43.0	39.7	38.3	24.6	21.4	28.0	40.9	41.4	28.2	49.7	18.4	20.9	53.4	14.0	42.1	...	7.2	3.7	6.1	8.9		
Alberta—																						
55—Calgary.....	44.9	40.4	40.2	24.9	22.1	27.5	42.0	...	...	50.7	18.7	20.6	53.5	14.0	43.0	36.0	7.2	3.8	5.7	8.7
56—Drumheller.....	43.2	39.8	38.7	24.2	21.4	...	42.3	29.7	...	51.1	19.9	21.7	51.1	13.7	44.4	...	8.0	4.4	7.2	9.0		
57—Edmonton.....	44.5	40.1	40.4	24.2	22.8	26.4	42.2	41.3	26.7	50.4	18.9	21.3	52.6	14.0	43.2	36.0	7.2	3.8	6.3	8.7		
58—Lethbridge.....	44.4	40.0	38.2	24.4	21.5	25.5	41.5	44.3	29.0	49.1	19.2	21.8	52.6	14.0	43.0	...	8.0	3.9	6.1	8.7		
British Columbia—																						
59—Nanaimo.....	49.2	44.1	45.5	27.7	24.6	...	43.7	...	...	52.5	...	...	50.5	16.0	45.0	...	9.0	4.3	7.3	9.5
60—New Westminster.....	47.1	42.4	42.3	25.9	24.1	29.5	43.6	...	...	52.0	20.5	20.5	49.7	14.0	44.8	35.7	8.5	4.1	7.3	9.2
61—Prince Rupert.....	...	42.4	45.5	26.0	24.0	29.0	45.5	...	...	53.0	20.6	22.1	57.1	19.0	45.0	...	10.0	4.9	8.3	9.7
62—Trail.....	46.5	42.5	44.6	25.8	24.8	29.0	46.7	45.3	...	53.0	20.0	23.1	55.9	15.0	44.9	...	9.0	4.0	7.2	9.3		
63—Vancouver.....	47.8	43.2	44.1	27.1	24.3	28.7	44.0	45.9	33.3	53.1	20.5	20.3	50.7	14.0	44.7	36.0	9.6	4.1	7.0	8.9		
64—Victoria.....	47.3	43.5	44.7	26.8	24.0	29.2	45.0	46.2	32.5	53.3	21.0	21.1	52.7	15.0	44.8	38.6	9.0	4.3	7.3	9.0		

COAL AND RENTALS IN CANADA, OCTOBER, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (28 oz.) per tin	Peas choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
.....	15-3	.....	6-9	6-5	42-1	15-6	17-7	45-6	49-5	.....	36-0	31-0	8-6	8-5	47-7	39-2	16-50	.....	16-00-20-00	35	
.....	14-5	.....	6-5	7-2	44-7	16-9	18-5	46-6	41-8	43-0	.....	37-7	29-5	8-7	8-6	43-2	39-1	16-75	.....	24-00-28-00	36
14-7	15-2	14-4	6-7	6-7	45-6	16-2	19-3	43-3	46-3	44-7	25-3	37-6	29-0	8-6	8-5	42-9	38-4	16-80	.....	23-00-27-00	37
15-9	14-7	15-0	6-3	6-1	41-8	16-6	18-5	41-1	42-0	.....	24-3	34-5	29-9	8-5	8-2	43-7	39-5	15-75	.....	27-00-31-00	38
16-2	15-8	15-2	6-9	7-0	43-2	16-0	17-0	46-3	47-0	.....	22-7	36-3	28-8	8-7	8-6	46-8	40-0	16-00	.....	21-00-25-00	39
16-4	16-2	15-7	7-1	7-1	45-3	16-9	18-3	44-8	43-2	.....	30-1	29-3	29-3	8-8	8-7	45-0	39-3	16-50	.....	.....	40
.....	15-1	15-5	6-1	6-4	47-9	15-7	18-5	39-7	44-8	45-0	.....	36-0	29-2	8-5	8-5	42-0	38-9	17-00	.....	23-00-27-00	41
16-6	15-6	15-7	6-5	6-5	40-8	17-7	19-1	42-3	45-9	43-8	24-4	34-2	31-5	8-8	8-6	45-7	38-7	16-00	.....	22-00-26-00	42
16-3	15-5	16-5	6-7	7-0	39-6	16-6	20-0	39-3	48-2	.....	23-7	36-3	30-4	8-8	8-5	44-9	38-7	17-75	.....	28-50-32-50	43
.....	15-7	.....	6-2	6-7	48-5	17-5	19-4	47-2	43-7	47-7	.....	37-0	33-3	8-8	8-8	43-4	39-1	19-50	.....	27-50-31-50	44
16-2	15-1	15-0	6-3	5-8	41-7	17-0	18-8	41-9	40-9	42-6	23-0	35-2	30-2	8-2	8-0	44-8	38-7	15-50	.....	32-50-36-50	45
.....	14-7	.....	6-3	6-0	42-7	.....	17-0	45-1	40-5	.....	23-3	35-2	29-0	8-3	8-3	41-2	39-1	15-50	.....	.....	46
16-5	15-5	14-9	7-2	5-8	41-9	16-2	17-0	42-5	39-9	.....	33-9	28-1	28-1	8-2	8-0	43-4	38-7	16-00	.....	25-00-29-00	47
16-3	15-3	.....	6-6	6-5	39-4	17-5	17-5	39-1	43-4	41-0	25-3	34-5	29-0	8-6	8-5	45-3	39-2	16-00	.....	22-50-26-50	48
16-8	16-4	17-1	7-1	4-9	37-7	16-4	18-6	45-7	44-7	.....	21-9	38-9	28-9	9-2	9-0	45-9	38-0	.....	8-45	21-50-25-50	49
17-3	16-5	17-6	7-3	6-5	38-3	15-9	18-3	47-0	40-6	46-0	24-9	37-5	28-1	9-0	9-0	37-7	37-7	.....	13-10	26-50-30-50	50
18-0	15-5	17-2	7-1	6-1	40-7	16-2	20-3	45-8	45-2	43-7	23-5	36-8	29-3	9-7	9-7	44-0	37-8	.....	10-30	22-50-26-50	51
17-0	16-2	16-9	7-4	7-5	41-4	17-7	20-5	47-4	50-8	42-7	23-1	38-6	29-3	9-9	9-6	42-8	38-3	.....	10-50	19-50-23-50	52
16-5	15-5	16-9	7-2	6-4	37-3	16-1	19-9	45-6	41-6	44-0	22-5	37-5	29-5	9-3	9-7	44-0	38-1	.....	11-50	28-50-32-50	53
17-2	17-1	17-5	7-6	7-1	40-5	16-9	20-3	46-9	48-7	45-4	22-5	37-4	28-4	9-7	9-9	45-1	37-9	.....	10-10	22-50-26-50	54
18-2	15-4	16-2	7-4	6-3	44-8	16-4	19-8	46-5	47-9	43-5	24-4	34-5	29-9	9-0	9-5	42-2	37-7	.....	8-25	26-00-30-00	55
18-7	16-4	16-9	7-9	6-6	48-9	15-9	21-1	43-2	49-9	47-5	23-7	36-5	31-3	9-6	9-7	42-7	38-0	.....	.....	21-00-25-00	56
17-0	15-3	16-4	7-5	6-8	43-2	16-6	19-1	47-6	42-9	51-6	21-2	36-1	28-0	9-2	9-4	43-6	37-5	.....	5-40	25-50-29-50(c)	57
.....	14-7	15-4	7-5	6-1	37-5	15-5	20-0	48-7	44-4	.....	22-1	34-2	29-3	9-2	9-3	43-8	37-6	.....	5-50	22-00-26-00	58
.....	16-4	.....	8-3	6-7	48-3	.....	17-2	41-7	39-3	.....	23-3	32-0	27-0	8-9	8-9	40-6	38-4	.....	.....	17-00-21-00	59
15-3	15-9	15-7	8-0	6-1	46-3	12-5	.....	38-7	37-4	51-7	22-6	34-0	26-3	8-0	7-9	37-7	37-9	.....	13-00	20-50-24-50	60
16-0	16-5	17-0	8-1	7-5	59-7	14-5	18-8	49-0	48-5	50-6	23-2	34-5	29-5	8-9	8-7	44-1	38-3	.....	14-05	20-00-24-00	61
.....	16-1	17-5	8-8	6-9	51-8	14-0	.....	44-9	49-4	53-7	22-0	34-3	28-1	8-9	8-8	40-5	37-7	.....	11-25	23-00-27-00	62
17-7	15-6	.....	7-4	6-4	44-2	14-3	18-5	43-7	37-7	52-8	22-6	31-4	26-9	8-0	8-1	40-1	37-8	.....	13-05	25-00-29-00 (c)	63
17-6	16-2	17-0	8-2	6-5	45-5	14-2	19-1	42-6	37-6	47-7	21-3	31-8	25-4	8-9	8-4	44-4	38-4	.....	13-30	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses. (c) Revised.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$29.30; transportation (5.6 per cent), \$79.30;

recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, its purpose and construction, appears elsewhere in this issue, on page 1528.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527 became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Price Control in Canada*.

Wholesale Prices, September, 1946

The monthly composite index of wholesale prices showed a further seasonal drop of 0.1 (to 109.1) between August and September, due entirely to declines for vegetable and animal products. The former group index dropped 0.4 (to 97.4) in the same interval, reflecting lower quotations for potatoes, onions and lemons which overbalanced increases for rye, hay, rosin, oranges and canned corn. A decrease of 0.1 (to 115.3) for animal products was due to losses in live stock, fresh meat and raw furs. Shoes and eggs, on the other hand, were firmer. Wood, wood products and paper advanced 0.2 (to 131.2), supported by firmer prices for furniture and wood-pulp

while the iron and steel group rose 0.1 (to 128.6) due to increases in hardware. Other groups were unchanged: textile products at 98.2; non-ferrous metals at 89.7; non-metallic minerals at 102.6; and chemicals and allied products at 94.4.

Due to decreases for both field and animal products the index of Canadian farm product prices dropped 0.6 (to 110.5). Field products moved down 0.9 (to 99.4) with losses for potatoes and onions outweighing gains in rye and hay. In the animal products section, lower live stock quotations overbalanced a seasonal upturn in eggs to reduce the index 0.1 to 129.2.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA.

1928=100

	1913	1918	1920	1922	Sept. 1926	Sept. 1929	Sept. 1933	Sept. 1941	Sept. 1942	Sept. 1943	Sept. 1944	Sept. 1945	Aug. 1946	Sept. 1946
All commodities	64.0	127.4	155.9	97.3	98.5	97.8	68.9	93.3	95.8	101.1	102.3	103.3	109.2	109.1
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	96.2	98.9	62.5	79.1	85.2	92.6	94.5	96.3	97.8	97.4
II Animals and Their Products.....	70.9	127.1	145.1	96.0	98.9	108.9	60.6	100.1	100.5	108.4	106.0	107.7	115.4	115.3
III Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	99.5	91.2	71.7	96.9	91.9	91.9	91.7	91.8	98.2	98.2
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.2	93.8	63.8	98.8	101.7	113.4	118.1	120.5	131.0	131.2
V Iron and Its Products.....	68.9	156.9	168.4	104.6	99.4	93.8	85.5	112.6	115.8	115.7	117.0	117.1	128.5	128.6
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.8	98.2	67.5	77.7	79.7	79.7	78.9	78.9	89.7	89.7
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.2	93.2	85.0	97.2	99.2	100.5	102.3	101.4	102.6	102.6
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.3	95.5	81.5	102.3	102.2	100.3	100.1	99.2	94.4	94.4
Classified according to Purpose														
I Consumers Goods.....	62.0	102.7	136.1	96.9	98.5	96.0	72.7	95.4	95.4	97.0	97.2	97.9	101.5	101.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	97.2	103.7	65.7	94.7	97.8	102.4	100.7	102.9	108.0	107.5
Other Consumers Goods.....	62.2	91.9	126.3	101.4	99.4	90.8	77.3	95.8	93.8	93.4	94.8	94.6	97.1	97.4
II Producers' Goods.....	67.7	133.3	164.8	98.8	99.4	98.9	65.6	85.5	89.1	97.0	99.7	100.3	105.8	105.7
Producers' Equipment.....	55.1	81.9	108.6	104.1	97.1	94.7	85.6	107.5	110.0	114.3	118.5	118.1	120.2	120.3
Producers' Materials.....	69.1	139.0	171.0	98.2	98.7	99.4	63.4	83.1	86.8	95.1	97.6	98.3	104.2	104.1
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.6	80.8	112.2	114.8	123.0	127.4	127.0	134.8	135.1
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	98.4	99.3	60.4	78.2	82.0	90.4	92.5	93.4	99.0	98.9
Classified according to origin														
I Farm														
A. Field.....	59.2	134.7	176.4	91.2	96.5	96.1	62.7	78.6	82.0	88.6	90.1	91.3	93.3	93.2
B. Animal.....	70.1	129.0	146.0	95.9	98.2	105.2	62.7	97.8	97.7	101.6	100.3	101.6	107.0	107.0
Farm (Canadian).....	64.1	132.6	160.6	88.0	96.7	107.7	54.7	77.1	87.8	104.7	106.0	106.6	111.1	110.5
II Marine.....	65.9	111.6	114.1	91.7	100.7	105.5	66.5	98.3	115.0	135.3	129.8	131.4	149.8	149.8
III Forest.....	60.1	89.7	151.3	106.8	100.1	93.5	64.0	98.5	101.2	112.7	117.3	119.8	130.0	130.3
IV Mineral.....	67.9	115.2	134.6	106.4	99.7	92.7	81.6	97.0	98.7	99.3	100.5	99.8	104.3	104.5
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.3	101.8	59.9	84.6	90.6	101.2	103.4	105.2	108.4	108.1
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	98.6	94.1	71.5	92.5	92.0	93.6	93.6	94.0	99.5	99.7

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Description of Index	508	1926	889	1935-1939	200	July 1914	78	July 1914	188	1938 = 1000	1935-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
	Number of Commodities:													
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910 = 1000	1938 = 1000	1935-1939 = 1000	1936-1939 = 1000	1926-1930 = 1000	1926-1930 = 1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(a) 100	(g) 100	(h) 100	1125	814	.....	(d) 1150	.....	(b) 638
1914.....	65.5	79.7	68.1	71.8	.....	100	.....	.....	1090	855	.....	.....	748	855
1915.....	70.4	80.7	69.5	72.5	.....	123	.....	.....	1204	855	.....	.....	882	876
1916.....	84.3	87.0	85.5	77.9	.....	146	.....	.....	1379	908	.....	.....	1024	724
1917.....	114.3	102.4	117.5	91.6	.....	176	.....	.....	1583	996	.....	.....	1225	896
1918.....	127.4	131.3	131.3	107.5	.....	203	.....	20.4	1723	1064	.....	.....	1255	912
1919.....	134.0	126.5	138.6	123.8	.....	215	.....	22.2	1854	1177	.....	.....	1282	912
1920.....	155.9	145.4	154.4	143.0	.....	249	.....	22.4	2512	1453	.....	.....	1536	1019
1921.....	110.0	129.9	97.6	127.7	.....	226	.....	20.0	1805	1320	.....	.....	1428	1034
1922.....	97.3	120.4	96.7	119.7	.....	183	.....	191.2	1445	1101	.....	.....	1194	952
1923.....	100.0	121.8	100.0	126.4	.....	172	.....	167.5	162	1063	.....	.....	1053	1010
1924.....	96.4	120.5	96.7	122.6	.....	164	.....	144.6	161	1358	.....	.....	1053	1010
1925.....	95.6	121.7	95.3	122.5	.....	164	.....	141.2	161	1305	.....	(f) 1103	988	1004
1926.....	86.6	120.8	86.4	119.4	100.0	157	.....	126.5	158	1066	.....	.....	904	795
1927.....	87.1	94.4	65.9	82.4	85.7	140	.....	91.0	131	1047	.....	.....	963	981
1928.....	78.6	102.2	78.6	100.8	101.4	156	.....	107.1	137	1174	.....	.....	1036	951
1929.....	75.4	101.5	77.1	99.4	102.8	158	.....	111.2	138	1146	.....	.....	1086	951
1930.....	83.8	105.6	78.6	100.2	136.6	184	.....	143.0	151	1273	.....	.....	1029	990
1931.....	82.9	111.7	87.3	105.2	132.6	199	.....	183.5	174	1398	.....	.....	1051	1035
1932.....	90.0	117.0	98.8	116.5	139.4	200	.....	209.6	193	1569	.....	.....	1082	1111
1933.....	94.1	118.4	103.1	125.6	142.8	199	.....	218.2	203	1766	.....	.....	1140	1073
1934.....	100.0	118.9	104.0	125.5	166.2	201	.....	222.6	207	1766	.....	.....	1242	1109
1935.....	102.5	119.5	105.8	128.4	169.0	203	.....	220.6	209	1762	.....	.....	1373	1153
1936.....	103.6	119.5	105.8	128.4	169.0	203	.....	220.6	209	1762	.....	.....	1386	1153
1937.....	104.0	120.5	105.7	129.3	170.6	205	.....	223.0	210	1808	.....	.....	1370	1158
1938.....	103.3	119.9	105.2	128.9	169.6	203	.....	222.1	210	1808	.....	.....	1418	1151
1939.....	103.6	119.7	105.9	128.9	169.4	203	.....	219.7	208	1807	.....	.....	1415	1151
1940.....	103.6	119.9	106.8	129.3	169.4	203	.....	218.5	208	1807	.....	.....	1411	1154
1941.....	103.6	119.9	107.1	129.9	169.3	203	.....	218.5	207	1803	.....	.....	1404	1154
1942.....	103.6	120.1	107.1	129.9	169.3	203	.....	214.3	207	1789	.....	.....	1323	1163
1943.....	104.6	119.9	107.1	129.9	171.9	203	.....	215.2	207	1797	.....	.....	1328	1163
1944.....	105.2	119.9	107.7	129.6	171.9	203	.....	212.5	206	1797	.....	.....	1328	1163
1945.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1946.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1947.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1948.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1949.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1950.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1951.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1952.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1953.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1954.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1955.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1956.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1957.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1958.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1959.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1960.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1961.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1962.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1963.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1964.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1965.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1966.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1967.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1968.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1969.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1970.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1971.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1972.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1973.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1974.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1975.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1976.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1977.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1978.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1979.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1980.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1981.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1982.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1983.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1984.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1985.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1986.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1987.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1988.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1989.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1990.....	105.6	120.1	108.9	130.2	171.9	203	.....	212.5	206	1797	.....	.....	1336	1165
1991.....	1050													

Industrial Accidents

Fatal Industrial Accidents in Canada During the Third Quarter of 1946

THERE were 345 industrial fatalities in the third quarter of 1946 according to the latest reports received by the Department of Labour. In the previous three months there were 299 including 28 in a supplementary list. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment, as well as fatalities from industrial diseases reported chiefly by the Provincial Workmen's Compensation Boards.

The statistics are compiled from reports received from Provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, and from *LABOUR GAZETTE* correspondents. Newspaper reports are also used to supplement these data.

Six industrial accidents were recorded each of which resulted in the deaths of three or more persons, as follows. An explosion on July 5 in a doughnut factory at Les Saules, Quebec, caused the deaths of three men. Four miners lost their lives at Duparquet, Quebec, when a heavy rush of clay broke through the level on July 19. Three diamond drill runners passengers in a truck, were killed in a collision with another truck on July 8 in the same province. On August 31, the four members of an airplane crew, engaged in a mercy flight, were killed when their craft crashed in the Prince Rupert area of British Columbia. An explosion of unknown origin in an explosives plant on James Island, British Columbia, caused the deaths of three men on September 26. Three men engaged in railway transportation were killed at Carberry, Manitoba, on September 21, when one freight train plowed into another.

Grouped by industries the largest number of fatalities, 80, was recorded in manufacturing. Of these, 2 were in iron, steel and products, 15 in saw and planing-mill products, and 14 in pulp, paper and paper products. The remainder were distributed among the other manufacturing sub-groups. In the previous quarter 66 industrial deaths were recorded in manufacturing.

Industrial fatalities in transportation increased to 57 from 44 recorded for the previous quarter. There were 32 in steam railways, a marked increase from 16 in the previous three months. Fatalities in local and highway transportation numbered 12 while four occurred in water transportation.

Of the 43 deaths in the mining group 30 were in metalliferous mining, 11 in coal mining, and 2 in other non-metallic mineral mining and quarrying. In the previous quarter 40 fatalities were recorded in mining, 25 being in metalliferous mining.

The number of fatalities in logging was 31 and in trade, 8, as compared with 22 and 14 respectively in the previous quarter. The number of fatalities in agriculture increased from 24 to 38 but was unchanged at 25 in service.

In the construction group were recorded 41 fatalities, of which 33 were in buildings and structures, 4 in highway and bridge construction, and 4 in miscellaneous construction. In the previous quarter 32 occurred in this group, 20 of which were in construction of buildings and structures.

More fatal accidents, 109 in number, were caused during the quarter by moving trains and other vehicles than by any other cause. Falls of persons resulted in 59 deaths while 54 were caused by industrial diseases, infections, etc. Dangerous substances caused 43 fatalities and falling objects, 40.

The largest number of industrial accidents, 133, was recorded for Ontario. Of these, 30 were in manufacturing, 25 in transportation, 19 in construction, and 17 in agriculture. In Quebec there were 66 industrial deaths including 17 in manufacturing and 12 in construction. Reports indicated 64 fatal accidents in British Columbia, 22 of which were in logging and 17 in manufacturing. For Alberta and Nova Scotia 26 and 20 fatalities respectively were recorded.

Of the total of 345 deaths, 117 occurred in July, 116 in August, and 112 in September.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE THIRD QUARTER OF 1946 BY INDUSTRIES

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		4	1	4	17	3	2	6	1		38
Logging.....				4	5	1		1	22		32
Fishing and Trapping.....				11	13				7		9
Mining, Non-ferrous, Smelting and Quarrying.....		3		17	30	3	1	8	4	4	43
Manufacturing.....	1	6	1	17	30	3	1	4	17		80
Construction.....		1		12	19	2	2	2	3		41
Central Electric Stations.....				3	4	1			1		9
Transportation and Public Utilities.....		2	4	7	25	5	3	3	8		57
Trade.....				1	6		1				8
Finance.....											
Service.....	1	3		6	12			2	1		25
Unclassified.....			1	1	1						3
Total.....	2	20	7	66	133	14	9	26	64	4	345

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1946 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....			1		5								6
Working machines.....		1			5								6
Hoisting apparatus (elevators, conveyors, etc.).....	1				2		1	2	1				7
Dangerous substances (steam, electricity, flames, explosions, etc.).....	1	1	2	2	12	9	7	3			6		43
Striking against or being struck by objects.....	1	1			2	1		1				1	7
Falling objects.....		13		9	12	4		2					40
Handling of objects.....		3											3
Tools.....		1						1					2
Moving trains, vehicles, watercraft, etc.....	17	5	3	15	13	4		39	4		8	1	109
Animals.....													9
Falls of persons.....	8	2	2	3	14	15	1	6	1		5	1	54
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	2	5	1	14	15	8		3			6		54
Total.....	38	32	9	43	80	41	9	57	8		25	3	345

Workmen's Compensation in British Columbia, Alberta, Saskatchewan and Ontario

British Columbia

THE twenty-ninth Annual Report of the Workmen's Compensation Board of British Columbia for the year 1945 states that the termination of hostilities resulted in a shut-down or curtailment in many branches of industry, with a resultant reduction in gross pay-rolls in 1945. An appreciable number of smaller operators discontinued their own businesses for the war years. On the other hand, many of these former employers have resumed business for themselves and many new enterprises have been commenced by men released from the Armed Forces. In all, 2,005 firms commenced

or resumed business in 1945, to replace 821 others which discontinued employing labour in industries under the Act. During the year 173 additional employers who were not required to protect their workmen under the Act voluntarily purchased optional protection for their workmen, while 111 others discontinued such protection. The net increase in total number of employers at the end of 1945 over 1944 was 1,246.

The number of accidents reported in 1945 was 55,854, of which 213 were fatal. Of those meeting with time-loss accidents, 2,414 were

women. There was a decrease of 4,609 accidents in 1945 as compared with 1944. The total (estimated) payrolls of employers engaged in industry covered by the Act for 1945 was \$368,000,000, as compared with audited payrolls for 1944 amounting to \$388,102,590.

The report contains a tabular analysis of 29,307 claims on which time-loss payments were made in 1945. Of these claims, 17,859 were made by married persons, 10,623 by single persons and in 825 cases the conjugal state was unknown. The average daily wage, all classes, was \$5.27 and the total wage-loss sustained by the 29,307 claimants was \$6,112,901.61. The average length of disability, all classes, was 39 days, and the total number of work-days lost was 1,152,208. Of this number, 797,799 days were the result of accidents that occurred in 1945; 281,527 resulted from accidents occurring in 1944 and the remainder from accidents in earlier years, mainly from reopened cases; one with a loss of 20 work-days arising from an accident in 1917 and a total of 1,970 others from accidents occurring from 1920 to 1945. Of the 29,307 cases receiving compensation benefits, 2,437 received "other benefits."

A vigorous educational campaign in accident prevention was maintained throughout the year. Inspections were increased by 20 per cent over 1944; educative material issued by the Board each year was revised and some 300,000 pieces of literature were sent out to employers, workmen and other bodies. As an incentive to employers to prevent accidents, the system of experience-rating, first introduced in the lumber industry of the province 1932, has been extended from time to time and, it is claimed, that it has resulted in plants being conducted with an ever-increasing measure of safety. Similarly, a continuous campaign was conducted during the year to convince employers of the merits of an efficient industrial first-aid service and to induce workmen to avail themselves of such service for all injuries, however trifling.

Alberta

The total number of accidents reported to the Workmen's Compensation Board of Alberta in 1945 was 19,154, as compared with 19,286 in 1944, a decrease of 132 accidents. There were 80 fatal cases reported in 1945, including six resulting from accidents in earlier years. The total revenue for the year was \$4,439,010.08. From this is deducted \$168,756.22 for estimated or adjusted merit rates, making a net total of \$4,270,253.86. The total expenditure amounted to \$3,215,334.43, leaving a provisional surplus of \$1,054,919.43. The largest revenue item was that of assessments amounting to \$4,254,416.95, followed by interest of \$167,494.64 and penalties totalling \$17,098.49.

The rehabilitation department completed three years of operation on October 1, 1945. Diathermy-hydrotherapy, massage and remedial exercises were administered to 3,333 workmen who were given 136,681 treatments during 1945.

The percentage of accidents resulting in three or more days loss of time arose out of the various industries as follows: lumber industry, 33 per cent; general manufacturing and delivery 16 per cent; construction (excluding steel shipbuilding) 15 per cent; steel shipbuilding, 12 per cent; metal mining and smelting; five per cent; railroading groups, four per cent; navigation and wharf operations, four per cent; coal mining, three per cent; all other classes, eight per cent.

Revenue of the Board's accident fund during 1945 amounted to \$12,985,380.38 of which \$8,724,879.37 was obtained from 1945 assessments; \$813,516.44 from assessments for 1944 and prior years; \$45,623.61 from penalties, interest, etc.; \$1,081,579 from medical aid contributions; and \$1,778,026.64 from investments, bank interest, exchange, etc. Disbursements by the Board through its accident fund totalled \$11,246,213.37 in 1945, the major component items being compensation to workmen, \$4,045,336.49; medical aid, less credit, approved medical schemes, \$1,208,503.22; pension payments, \$2,105,540.89; general and administrative expenses, \$317,112.05.

Total receipts for the silicosis fund for 1945, were \$604,163.86, of which \$345,277.21 was obtained from assessments from employers and the balance from investments, interest, and profits realized from sales. The disbursements from the silicosis fund amounted to \$244,166.57, of which amount, \$208,674.96 was for pension payments, and the balance for hospital expenses, medical aid, time-loss payments, funeral expenses and general and administrative expenses.

Compensation payments amounted to \$828,231.69; cost of medical services, \$420,922.76; provision for distasters, \$193,244; provision for silicosis reserve, \$96,871; provision for claims pending \$413,122; administrative and general expenses, including mine rescue stations, \$259,864.24. The capitalized cost of pension awards amounted to \$796,299.43.

Statistics for the year 1945 may be summarized as follows: number of employers within the scope of the Act as at December 31, 1945, 7,438; accidents reported during 1945, 19,154; accidents and claims not finally disposed of at December 31, 1945, 1,843; claims disposed of by award of pension or payment

of compensation, 8,891; claims disposed of by payment only of account for medical aid, 6,171; accidents disposed of for which no application for compensation was received, 241; claims disposed of on which no compen-

sation was due, 2,123; claims disposed of by other means, 1,284; claims on which further payments have to be made, 1,315; accidents awaiting further reports and on which no payments have been made, 972.

Saskatchewan

The sixteenth annual report of the Workmen's Compensation Board of Saskatchewan for the calendar year 1945, states that while the number of claims reported to the Board in 1945 was 203 less than for 1944, the number of employers and the total pay-roll covered, increased.

During 1945, the total number of claims was 8,415 as compared with 8,618 in 1944. On account of the 1944 claims a total of \$1,009,616.95 was paid in benefits, made up as follows: compensation, \$420,258.68; pension awards, \$432,763.77 (including \$109,100.97 adjustments for awards made between 1930 and 1943); and hospital and medical aid, \$156,594.50. The total receipts for the calendar year were \$821,622.19, and the total expenditure including estimates for outstanding claims amounted to \$826,904.28, leaving an estimated deficit (provisional) of \$5,282.09.

In the final figures for the calendar year 1944, it is stated that the increase in total compensation paid and pension awards is due

to some extent to the high volume of claims reported in that year and also because of the increase in compensation from 66½ per cent to 75 per cent by 1945 amendment to the Act.

The average assessment rate for 1945 was \$1.31 per \$100 of payroll, the same as in 1943 and six cents lower than in 1944.

The number of employers who reported to the Board in 1945 was 4,963 as compared with 4,658 in 1944. The amount of payroll reported in 1945, exclusive of Dominion and Saskatchewan governments (which are not asked to estimate their payrolls) totalled \$58,440,724, an increase of \$4,917,837, over 1944.

Accidents during 1944 were classified as follows: prime movers, 154; working machines, 359; hoisting apparatus, 78; dangerous substances, 282; stepping on or striking against objects, 846; falling objects, 942; handling objects, 1,196; tools, 754; runaways and animals, 78; moving trains and vehicles, 176; falls of persons, 1,425; all other causes, 1,412. Of all classes a total of 24 accidents were fatal.

Ontario

The report of the Workmen's Compensation Board of Ontario for 1945 states that there was a decrease in payrolls and accidents throughout the province in 1945. The payrolls for Schedule 1 (the collective liability part of the Workmen's Compensation Act) declined from \$1,169,052,000 to \$1,167,802,000, a decrease of less than one per cent.

There were 118,220 accidents reported during 1945, a decrease of 4.5 per cent when compared with the 123,820 reported during 1944. During 1945 the benefits (compensation, medical aid, rehabilitation, etc.) amounted to \$13,135,938.38, as compared with \$12,485,599.95 awarded during 1944. The average rate of assessment increased from \$1.02 for each \$100 of payroll to \$1.12. At the end of 1945, there were 29,039 employers under Schedule 1, as compared with 25,001 at December 31, 1944.

The compensation and medical aid for Schedule 1 industries, including estimates for what is still to be awarded for accidents happening during the year, and for prior years' accidents amounted to \$11,615,923.80. There were other outlays of \$1,216,927.39, being \$552,856.82 charged for administration (including \$1,224 credit adjustment of prior years' expenses); \$169,261.38 for other expenses of non-administrative character; \$40,872.83 for mine

rescue work; \$317,870.20, grants to accident prevention associations organized under the Act; \$123,367.28 for the Board's clinic; \$11,122 for the special arrangements with the Toronto General Hospital; and \$1,576.88 for outlays under Section 8 of the Act. The total expenditures and charges for the year, including liability for pneumoconiosis of \$2,311,484.43, were \$12,832,851.19.

The total amount of compensation awarded in Schedule 2 industries (those in which the employer is individually liable for accidents to his workmen) and Crown cases during 1945 was \$2,555,764.16, as compared with \$2,278,793 during 1944. Of the 1945 total, \$1,445,194.99 was for Dominion Crown cases and \$77,394.80 was for Provincial Crown cases.

The gross administrative expenses were \$682,271.80 of which \$554,080.82 was charged to Schedule 1 and constituted 4.7 per cent of the benefits awarded in Schedule 1.

The balance in the Pension fund at the commencement of 1945, was \$34,822,620.99. During the year \$3,902,566.96 was transferred for pension awards; \$1,781,748.88 interest was added and \$3,211,351.78 was paid for pensions. The balance in the fund at the end of 1945 was \$37,295,585.05.

Labour and Industry in Ontario

Factory Inspection—Decline in Accident Toll—Control of Health and Safety Hazards—Conciliation and Arbitration—Apprenticeship

THE twenty-seventh annual report of the Department of Labour for Ontario for the fiscal year ending March 31, 1946, presents summaries of the activities of the several Branches and Boards that are under the administrative jurisdiction of the Department.

Factory Inspection Branch:—The annual report of the Factory Inspection Branch points out that the cessation of hostilities in 1945 resulted in a lay-off of large numbers of workers who had been employed in the production of war materials. It is asserted, however, that many of these released workers were later absorbed in peace time production and, as a result, "a great improvement in the employment situation was noted for the last four months of the year."

Coincident with this transition from war-time to peacetime industry, there was a notable change in the industrial accident toll. "The heavy accident toll, always present in the metal trades and particularly so in war-time industries, dropped approximately 25 per cent during the year." Similar reductions in the number of accidents reported were noted in the chemical industry and conveyances and rubber groups. On the other hand, increases in accidents were recorded in the pulp and paper trades, wood-working, leather goods and wearing apparel industries, all of which increased production in the reconversion period.

The report states that there was a general reduction in daily and weekly working hours and a decided decrease in the numbers of women working under overtime permits later than 6.30 p.m. However, during the year overtime permits were issued to 530 firms for overtime work for 6,320 women on 8,094 occasions, as compared with 509 firms affecting 14,898 women on 10,516 occasions a year earlier.

There was "a great decrease in the number of violations of sections of the Act prohibiting child labour." Most of the violations occurred during the summer recess from school and in practically every instance incorrect ages were given by the children in order to obtain employment and proof of age was not required by employers.

The Examiner of Reports and Designs approved the plans of 913 new factory, shop and office buildings, or additions and alterations to such buildings, during the fiscal year. Their

total estimated construction cost was \$33,151,685. In the previous fiscal year 735 projects costing \$17,607,685 had been approved. The increase was attributed to the cessation of hostilities and the relaxation of building restrictions.

The report notes that employers who operated a factory comprising both old and new buildings during the war "were able to measure the benefits in increased production and to observe that employees were attracted by buildings of recent design. Many such employers are now endeavouring to replace the old inefficient buildings as soon as practicable. Some foundry employers have undertaken extensive improvement of working conditions to attract better types of employees, and the Department has provided a great deal of assistance in the design of ventilation systems."

Some of the large single-occupancy war plants have been converted to multiple-occupancy plants with many varied types of factories under one roof. As preference was given to those which would not create nuisances, no ill-effects have been observed and many small firms obtained modern work-rooms which would otherwise not have been available to them.

The Department "has followed a policy of refusing to approve the plans of windowless buildings unless the applicants can prove sufficient necessity for that type of building due to the nature of the proposed operations. The majority of employees definitely prefer to work where it is possible for them to view the outdoors, even if very remotely, from their work benches."

Advance discussion of the designs of proposed buildings and suitable equipment to safeguard the safety, health and welfare of employees took place in 1,003 office interviews with owners, engineers and architects. "This number represents a gain of 368 over last year and is an all-time maximum. The advantages resulting from preliminary discussions of proposed projects are now well-known to designers and management and the arrangements for the majority of interviews no longer need originate within the Department. The use of well-designed mechanical ventilation to control industrial health and safety hazards, particularly in the chemical industry, has shown a steady increase. The Industrial

Hygiene Division has assisted greatly in the examination of drawings, particularly those of ventilation systems.

"A total of 101 field inspections were made by the Examiner of Reports and Designs, chiefly to facilitate the approval of plans and to investigate special hazards due to lack of exits, particularly in grain elevators, ventilation floor overloadings and dangerous processes reported by the inspectors. The number of such field inspections was curtailed due to pressure of office-work but the recent appointment of a professional engineer as Assistant Examiner will permit the making of more frequent visits with the district inspectors."

Inspection Statistics:—The number of inspections made in fiscal year 1946 showed an increase over the previous year's total.

Factory Inspection Branch:	1945	1946
First inspections	15,359	17,070
Second inspections	4,031	5,604
Visits re fruit camps....	43	42
	<hr/> 19,433	<hr/> 22,716
Apprenticeship Branch....	1,377	1,158
Industrial Standards Branch	266	361
Main Office	740	1,169
Minimum Wage Branch....	406	384
Operating Engineers' Branch	146	773
Steam Boiler Branch.....	2,246	2,346
	<hr/> 5,181	<hr/> 6,191
TOTALS	<hr/> 24,614	<hr/> 28,907

In addition there were investigations of accidents and the usual visits, office calls and conferences incidental to inspections.

The number of orders issued relating to various requirements of the Factory, Shop and Office Buildings Act, totalled 17,017 as compared with 14,282 during the previous year.

Employees in the above-visited industries, mercantile establishments and office buildings numbered 622,380.

Violations and Complaints.—Violations of the Acts in the enforcement of which the inspectors have a responsibility, totalled 2,588, a decrease of 91 from the previous year. Most of these were violations of the Minimum Wage Act, and were, according to the Report, "cases of carelessness on the part of employers in neglecting to keep minimum wage cards posted in their establishments."

Complaints received during the fiscal year numbered 146. Upon investigation, sufficient grounds for complaint were found in 91 cases, insufficient grounds in 39 cases and 16 cases concerned matters not under the jurisdiction of the Factory Inspection Branch. Some

investigations covered more than one complaint. Subjects of complaint were as follows:—

	1945	1946
Adolescents	10	8
Child labour	31	14
Dust	5	3
Elevators	9	6
Fire hazards	13	6
Fumes	13	9
Guarding machinery	—	6
Lack of heat.....	7	13
Long hours	29	15
Lunch period	2	3
Lunch and dressing rooms	2	2
Miscellaneous	33	23
Multiple	19	5
One Day's Rest in Seven Act	2	—
Exits	1	3
Sanitation	7	11
Toilet accommodation	13	16
Ventilation	5	3
Totals	<hr/> 201	<hr/> 146

Proceedings were taken against two firms for violations of the Factory, Shop and Office Building Act. Conviction was recorded in one case under section 26, employment of adolescents; and in the other case, which was adjourned, the charge was laid under section 29, hours for youths, young girls and women.

Board of Examiners of Operating Engineers.—The Board issued 17,718 certificates of all grades during the year. Of these 16,163 were renewal certificates; 939 on examination; 272 on re-examination; 43 were provisional and 16 were duplicate. A total of 1,263 in all classes was refused. There were 2,482 candidates examined at 53 centres.

Boiler Inspection.—During the fiscal year, 681 drawings and specifications were surveyed, registered and re-registered; 2,762 new boilers and pressure vessels, and 932 used boilers and pressure vessels were inspected. A total of 7,182 annual inspections was made of uninsured boilers and unfired pressure vessels, under the provisions of the Factory, Shop and Office Building Act, as compared with 6,319 such inspections the preceding fiscal year. The number of certificates issued by the Branch totalled 4,526.

Conciliation and Arbitration.—The Conciliation Staff of Ontario consists of the Chief Conciliation Officer and two conciliation officers. During the year three federal labour relations officers co-operated with the provincial conciliation branch in carrying out the greatly increased work coming under its jurisdiction. There were 138 conciliation cases considered in the fiscal year ending March 31, 1946. In 88 of these the unions were certified as collective bargaining agents, but were unable to reach agreements with

the companies concerned within the stipulated thirty-one day period as provided in P.C. 1003. In 38 cases the conciliation officer was able to bring about mutually satisfactory agreements between the parties concerned. In the other 50 cases the conciliation officers were able to effect agreements on many points in dispute, prior to reference to Boards of Conciliation. Twenty-eight cases were handled by arbitration during the fiscal year and in almost all of these a conciliation officer was the arbitrator.

There was renewed activity during the fiscal year under the Industrial Standards Act. In all, 23 conferences were held throughout the province and a schedule was agreed to and approved by the Minister of Labour in each case. The industries covered by schedules included the following: barbering, bricklaying and stonemasonry, carpentry, hard furniture, painting and decorating, plumbing and heating, retail gasoline and taxicab. There were 229 investigations conducted during the year, of which 220 were assignments from the Regional War Labour Board, to investigate and report on wages, working hours, etc., in several places throughout the province. Officers of the conciliation branch were requested to assist in the settlement of 24 strikes during the year, involving 5,931 employees.

Apprenticeship.—The fiscal year 1946 was the year of greatest responsibility for the Apprenticeship Branch since the Apprenticeship Act was passed in 1928. Opportunities for boys to learn trades were found in far greater numbers than for many years and more boys were anxious to become indentured in the designated trades. At March 31, 1946 there were 2,040 actively registered apprentices, as compared with 1,631 the previous year. Of these, 1,063 were in the various building trades, 706 in motor vehicle repairing, 252 in hairdressing, and 14 in barbering.

The training program established by the Provincial Advisory Committee for building trades at the request and approval of the Department of Veterans Affairs was in full operation and 403 trainees finished their school training, preliminary to training on the job. In addition to school graduates, many ex-service men with some experience in the building trades were placed in jobs for further training.

There were 12,520 certificates of qualification issued during the year for proficiency in the motor vehicle repair trade. Of these, 616 were issued upon examination, 2,722 were issued without examination to those who satisfied the Provincial Advisory Committee of their ability to continue in the trade as competent mechanics, and 9,182 were renewal certificates. The rehabilitation plan drawn up in co-operation with the federal Departments of Labour and Veterans Affairs was put into effect in May, 1945 and a rehabilitation division established in the Apprenticeship Branch. Large numbers of discharged personnel made use of the division. Many of them attended trade training schools and upon completion of their school training, 997 of them were placed in jobs for further training.

Ontario Regional War Labour Board.—The Board continued its functions in connection with wage control. The power to grant increases in wages was extended toward the end of the fiscal year. In addition, other matters such as pension schemes, vacations with pay, off-shift differentials, hospitalization plans and group insurance were released and returned to the field of collective bargaining. It was anticipated that the movement towards complete removal of wartime wage control would be speeded up and that the final report of the war activities of the Board could be given in the next Annual Report of the provincial Department of Labour.

Bulletin on Australian Meat-Works

A BULLETIN entitled *Australian Meat-Works* outlining some aspects of personnel practices and working conditions existing in the Australian meat industry has been prepared by the Industrial Welfare Division of the Australian Department of Labour and National Service for the purpose of making known the better practices functioning in the industry.

The survey was undertaken amongst nineteen of the major Australian meat-works employing more than half of the industry's 20,000 people.

It stresses, at the outset, the need to reduce the irregularity of employment in this highly seasonal industry. Greater stability in this respect would not only reduce operating expenses and overhead but would be instrumental in creating a stable and efficient labour force whose members could develop settled industrial and social habits, and an interest in the success of the industry to which they belong, the bulletin claims.

Efficient, well integrated employment procedures, records and training and supervisory programs are held highly important in the

development of a sound labour policy. Development of a labour pool of competently trained persons which would operate under conditions of flexible inter-section transfer is suggested as a means of avoiding short-term lay-offs. Existing methods of training manual labourers are mainly haphazard, the bulletin reports, and states that there is a need for the evolution of better methods in the industry.

The establishment of labour-management committees is recommended as a constructive means of developing effective co-operation between management and employees and increasing responsibility on the part of both.

"It is becoming generally accepted that all related aspects of employment and welfare can best be carried out by being brought together in an integrated personnel department which is primarily concerned with the human relations within the organization. In one company controlling meat-works in several States, the importance of a constructive labour policy has resulted in the appointment of a trained personnel officer in each one of its works to advise management on personnel problems and to carry out in detail the personnel policies decided upon."

Physical Working Conditions

The location of a factory should be such as to make it reasonably accessible to workers, but although modern equipment obviates the necessity for the presence of offensive odours it is usually considered that it should be not too close to residential areas.

The bulletin contains a comprehensive account of the importance of lay-out and planning in providing physical surroundings most beneficial to the health and efficiency of employees.

"Experience shows that a determined effort to reduce accidents will succeed if well established methods are used. The prerequisite is that management gives its whole-hearted support and encouragement to the effort. It is also essential that safety work be directed by one man who should rank as a senior member of the staff.

"The available information shows that a fairly high accident rate exists in the meat industry. Precise figures are not available but injury compensation claims paid by insurance companies are relatively high."

Factory hygiene is of particular importance in this industry in relation both to employee health and to quality of production. It has frequently been found that apparent clean-

liness in working areas does not necessarily mean complete freedom from bacterial infections. Work-room cleanliness is generally the responsibility of a foreman, but the means for ensuring it involve a number of factors that need consideration at a higher level. It is recommended that a person of authority, such as the safety officer or the bacteriologist, where there is one, should be made responsible for the setting of a standard of hygiene throughout the factory, whose maintenance will be observed by the foremen and the employees.

The provision of first-aid posts or casualty rooms, with trained persons in charge, capable of giving prompt attention to injuries and illness, is recognized as essential in all industries. A small casualty room is recommended for plants where there are about 100 employees, and when numbers rise over 250 a trained person is usually needed to be in charge of it full time. Particularly where women are employed it is an advantage for this person to be a trained nurse. It is a growing practice in large industries to appoint a part-time medical officer in addition, and to give attention to the general health of all those employed rather than to deal only with casualties as they occur.

The bulletin states that much of the strain formerly associated with meat-works labour has disappeared with the development of mechanical handling methods but there still remain surprising instances where primitive methods persist alongside modern ones.

Where it is possible to install mechanical equipment, such as conveyor systems, to eliminate manual lifting and carrying of weights, this should be done, both to obtain maximum productive efficiency and to limit accident liability. Investigations show that an appreciable percentage of accidents is caused by bad lighting practice, and by lifting and carrying under congested conditions, or with unsuitable footwear. Good supervision as well as good planning is essential if such accidents are to be avoided.

A method sometimes used to reduce fatigue and to cheer flagging spirits is the broadcasting of music.¹ This is not confined to canneries; in some works, exclusively male, boners and slaughter-men work to music. It is of fundamental importance that it should not be overdone. It has been found best to limit the music to quarter- or half-hour periods, not more than 4 or 5 to the working day.

¹L.G., January 1945, pp. 22-24.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA, C.M.G., L.L.D.

Editor—HARRY J. WALKER

Assistant Editor—JOHN MAINWARING

Circulation Manager—C. E. ST. GEORGE

VOLUME XLVI] DECEMBER, 1946

[NUMBER 12

Notes of Current Interest

Minister of Justice reports on maritime conventions

national Labour Conference, held in Seattle June 6-29, 1946.

In accordance with Canadian practice, these conventions and recommendations had been submitted to the Minister of Justice to determine whether they fell within Dominion or Provincial jurisdiction. The Minister had reported that they could be given effect to by the Parliament of Canada or pursuant to authority conferred by Parliament.

Accordingly the Committee of the Privy Council recommended that authenticated copies of the conventions and recommendations be laid before Parliament at its next session, together with a copy of P.C. 4760.

(The Report of the Canadian Government Delegates to the Seattle Conference, containing the texts of these conventions and recommendations, was published as a supplement to the September issue of the LABOUR GAZETTE. The Report on the 29th Session, held in Montreal during September and October, will appear as a supplement to the present issue.)

The text of P.C. 4760 is as follows:

The Committee of the Privy Council have had before them a report dated 14th November, 1946, from the Minister of Justice with reference to the Order in Council (P.C. 507) of March 7, 1939, approving the report of the Minister of Justice, dated February 11, 1939, upon the Draft Conventions and Recommendations adopted by the International Labour Conference at its nineteenth, twentieth, twenty-first, twenty-second, twenty-third and twenty-fourth sessions, in which report the Minister of Justice

advised that the obligation of Canada under the Treaties of Peace in relation to the said Draft Conventions and Recommendations is to bring them before the authority or authorities in Canada within whose competence the enactment of legislation or other action in each case lies.

The Minister observes that at the twenty-eighth session of the International Labour Conference held at Seattle from June 6 to June 29, 1946, the Conference adopted the following Conventions and Recommendations:

Convention (No. 68) concerning food and catering for crews on board ship.

Convention (No. 69) concerning the certification of ships' cooks.

Convention (No. 70) concerning social security for seafarers.

Recommendation (No. 75) concerning agreements relating to the social security of seafarers.

Recommendation (No. 76) concerning medical care for seafarers' dependents.

Convention (No. 71) concerning seafarers' pensions.

Convention (No. 72) concerning the vacation holidays with pay for seafarers.

Convention (No. 73) concerning the medical examination of seafarers.

Convention (No. 74) concerning the certification of able seamen.

Recommendation (No. 77) concerning the organization of training of sea service.

Convention (No. 75) concerning crew accommodation on board ship.

Recommendation (No. 78) concerning the provision to crews by shipowners of bedding, mess utensils and other articles.

Convention (No. 76) concerning wages, hours of work and manning.

The Minister advises that the said Conventions and Recommendations can be given effect to by Parliament or pursuant to authority conferred by Parliament.

The Committee, therefore, on the recommendation of the Minister of Justice, advise that a copy hereof, together with authenticated copies of the said Conventions and Recommendations be laid before Parliament at its next session.

Orders in Council concerning deportation of Japanese declared valid

On December 1, 1946, the Judicial Committee of the Privy Council in Great Britain handed down a decision declaring the Canadian Government Orders in Council of December, 1945, concerning Japanese deportation, to be within the powers of the federal Government in their entirety.

The Privy Council decision upheld the views of a minority of the Supreme Court of Canada, which had declared the Orders in Council valid in full (L.G., April, 1946, p. 429).

The fifth group of approximately 300 repatriates was scheduled to leave on December 23. This was expected to be the last group of voluntary repatriates from Canada, and brings the total up to nearly 4,000.

Activities of Bureau of Technical Personnel

The Bureau of Technical Personnel has reported that for the quarter ending September 30, 1946, the number of new inquiries for the services of technically trained persons was 345, as against 348 in the preceding quarter. During the same period the number of technical persons recorded as being available for employment continued to decline. As a result, at the end of September there were 1,118 vacancies with only 345 technical persons available. The most significant shortages were reported in the following fields: veterinary science, architecture, forestry, civil engineering, mechanical engineering, household science and chemistry.

This continuing shortage, it is stated, is causing many employers to make long-range plans with a view to recruiting for their staffs from the graduate classes of 1947. It is pointed out that this is apart altogether from the survey that has been continuing for several months to ascertain potential openings for some 15,000 professional persons who are expected to graduate from the universities in the years 1947-1951 inclusive.

The Bureau reports that "there is no slackening in the volume of requests for information regarding technical personnel". It is stated that "various government agencies and professional bodies have recently approached the Bureau for assistance in gathering data on groups of engineers or scientists in which they may be interested. Several specific projects are under way in addition to the routine exchange of information . . ."

While the setting of salaries is not a function of the Bureau, it is pointed out that a considerable volume of material which lends itself to statistical analysis has been brought

together in the course of employment operations, both during the period when manpower controls required applications for permits and during the current year. Progress is being made in arranging this material to make it suitable for reference purposes.

Employment and industrial statistics

The accompanying table contains the latest statistics available reflecting industrial conditions in Canada.

Figures are shown for certain months in the current year as compared with the corresponding period in 1945.

Employment and Earnings—Industrial employment showed further important expansion on October 1, according to the monthly report on employment and payrolls issued by the Dominion Bureau of Statistics. Reports from 16,190 establishments indicated combined staffs of 1,820,673 at October 1, an increase of 24,184 workers from the level of the previous month.

The general index of employment (base 1926=100) stood at 177.9 in October as compared with 175.5 in September. Comparative figures for certain previous dates are 168.7 for October, 1945; 183.3 for October, 1944; and 121.7 for October, 1939. The latest index, while lower than the indexes noted at October 1 in 1944, 1943 and 1942, was higher than in any earlier year for which data are available.

Weekly payrolls of eight leading industries rose 2.6 per cent to \$60,326,538 at October 1. The weekly average per employee was \$33.13 at October 1, as compared with \$32.72 at September 1. Per capita figures at the beginning of October in previous years were: 1945, \$32.08; 1944, \$32.36; 1943, \$31.53; 1942, \$29.51 and 1941, \$26.37. The latest figure therefore is the highest in the record of over five years.

By industries, the greatest increase was that of 13,634 workers in logging. Manufacturing, transportation and trade showed considerable improvement, while declines were noted in mining, communications, construction and service. To some extent, these losses were seasonal. An addition of 5,500 workers was reported in manufacturing; in spite of continued losses due directly and indirectly to strikes, the gain in manufacturing was above normal according to the experience of the pre-war period. A pronounced seasonal advance took place in vegetable food processing, but there were also important increases in the textile and textile-using industries. On the other hand, the farmers' strike caused a substantial reduction in animal food factories, and iron and steel plants continued to release employees, also partly as a result of strikes.

Prices—Based on the 1926 average as 100, the general index of wholesale prices was 110.8 in October as compared with 109.1 in September.

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	November	October	September	November	October	September
Employment—						
Index ¹		177.9	175.5	171.2	168.7	172.8
Applications for employment ² . No.		6,426	6,502	10,083	9,754	10,292
Vacancies notified ² No.		7,149	7,750	6,897	8,189	9,180
Placements effected ² No.		3,207	3,149	4,725	5,076	5,471
Unemployment insurance claims						
No.		34,891	28,555	53,325	30,717	40,473
Unemployment in trade unions..%		1.0			1.4	
Earnings and Hours—						
Index, aggregate weekly payrolls ³ .		145.9	145.6	139.3	137.8	141.1
Per capita weekly earnings..... \$		33.13	32.72	31.95	32.08	32.06
Average hourly earnings..... cents		71.4	70.6	67.5	67.8	69.2
Average hours worked per week.....		42.8	42.7	44.9	44.7	44.1
Prices—						
Wholesale index ⁴		110.8	109.1	103.1	102.9	103.3
Cost-of-living index ⁴	127.1	126.8	125.5	119.9	119.7	119.9
Physical Volume of Business—						
General index ⁴		179.0	173.3	189.9	194.5	205.3
Industrial production ⁴ \$		184.2	172.7	197.7	210.8	223.9
Mineral production..... \$		144.6	147.7	130.6	132.9	150.4
Manufacturing..... \$		185.5	179.0	211.0	231.9	244.1
Construction..... \$		282.8	186.9	201.2	142.2	163.7
Electric power..... \$		155.3	155.2	139.7	144.8	146.3
Distribution ⁴		168.1	175.0	173.7	160.7	166.8
Carloadings.....		140.7	129.2	138.2	129.1	119.4
Tons carried, freight.....		135.2	146.5	156.2	144.5	147.4
Imports.....		198.3	181.7	158.8	154.0	151.1
Exports.....		174.1	172.5	218.2	211.2	239.9
Retail sales, unadjusted.....		226.5	207.7	213.3	203.8	187.1
Retail sales, adjusted ⁵		210.0	213.8	200.9	189.8	186.0
Wholesale sales.....		276.1	259.5	221.5	237.2	217.7
Other Business Indicators—						
Common stocks, index ⁴	†103.9	101.8	104.4	107.2	104.2	102.0
Preferred stocks, index ⁴	†85.0	153.6	151.4	145.0	142.5	139.4
Bond yields, Dominion, index ⁴		85.0	84.9	93.9	94.4	94.6
Trade, external, excluding gold. \$		393,001,000	328,013,000	383,669,000	367,300,000	347,240,000
Imports, excluding gold..... \$		186,393,000	156,096,000	142,409,000	134,404,000	122,259,000
Exports, excluding gold..... \$		204,150,000	169,779,000	238,637,000	227,901,000	220,310,000
Bank debits to individual accounts..... \$		6,312,554,000	5,890,509,000	8,580,689,000	5,749,151,000	5,157,321,000
Bank notes in circulation ⁶ \$		1,029,360,000	1,016,122,000	998,000,000	1,007,400,000	1,009,200,000
Bank deposits in savings..... \$		3,476,731,000	3,524,145,000	2,816,218,000	2,991,624,000	2,934,845,000
Bank loans, commercial, etc..... \$		1,301,651,000	1,235,806,000	1,314,321,000	978,652,000	969,394,000
Railways—						
Car loadings, rev. freight cars ⁷ ..	321,264	329,155	310,752	295,336	302,171	287,146
Canadian National Railways						
operating revenues..... \$			30,336,000	30,278,000	32,402,000	31,413,000
operating expenses..... \$			27,506,000	25,559,000	27,758,000	26,616,000
Canadian Pacific Railway						
traffic earnings..... \$		26,637,000	25,919,000	25,764,000	28,646,000	26,181,000
operating expenses, all lines. \$		21,821,000	26,931,000	22,439,000	23,777,000	23,471,000
Steam railways, revenue freight in ton-miles.....			5,142,261,000	5,298,098,000	5,494,990,000	5,158,943,000
Building permits..... \$	23,787,000	33,611,000	29,047,000	18,116,000	19,501,000	20,038,000
Contracts awarded..... \$	48,004,000	77,308,000	44,816,000	44,998,000	29,428,000	42,045,000
Mineral production—						
Pig iron..... tons		74,958	45,078	134,651	140,693	135,227
Steel ingots and castings..... tons		123,841	76,534	207,981	205,848	198,508
Ferro-alloys..... tons		8,448	6,164	13,360	14,555	13,517
Gold..... oz.		240,828	229,904	220,755	229,550	211,529
Coal..... tons		1,625,000	1,427,000	1,768,000	1,194,000	1,178,000
Copper..... lb.		30,232,000	28,847,000	32,240,000	25,172,000	35,023,000
Nickel..... lb.		17,219,000	15,961,000	15,484,000	17,245,000	16,506,000
Lead..... lb.		29,745,000	29,042,000	35,000,000	32,609,000	29,176,000
Zinc..... lb.		36,831,000	38,564,000	40,609,000	38,860,000	38,459,000
Timber scaled in B.C..... F.B.M.	297,160,000	331,968,000	242,891,000	325,095,000	264,353,000	
Flour production..... bbl.	2,433,000	2,228,000	2,285,000	2,227,000	2,046,000	
Footwear production..... pairs	3,773,000	3,489,000	3,655,000	3,747,000	3,126,000	
Output of central electric stations..... k.w.h.	3,550,001,000	3,265,860,000	3,236,986,000	3,309,021,000	3,079,310,000	
Sales of life insurance..... \$	104,876,000	89,909,000	76,137,000	69,225,000	32,995,000	
Newsprint production..... tons	364,304	376,436	330,063	299,160	310,980	269,960

† Week ended November 28, 1946.

‡ Base 1926=100. § Daily averages. * Base June, 1941=100. * Base, 1935-1939=100. * Adjusted, where necessary, for seasonal variation. † Notes in the hands of the public at the end of the month. † Figures for four weeks ended November 30, 1946, and corresponding previous periods.

ber and 103.6 in October, 1945. The index for vegetable products decreased from 97.4 to 97.1. Due to increases in the wholesale prices for newsprint and shingles the wood products index rose 7.1 points to stand at 138.3 in October. The index for animal products rose from 115.3 to 119.6, due to increases in the prices of fluid milk, canned milk and eggs. The indexes for non-metallic minerals and chemical products advanced respectively 1.2 and 0.3 points. No changes were noted in the indexes for textile products at 98.2, iron products at 128.6, and non-ferrous metals at 89.7. The index of consumers' goods rose from 101.4 to 103.0 and of producers goods from 105.7 to 107.5. The index of Canadian farm products moved 2.3 points, from 110.5 to 112.8.

The cost-of-living index, based on prices in the years 1935 to 1939 as 100, advanced from 126.8 on October 1 to 127.1 on November 1, 1946. The food series moved from 146.5 to 146.6 on small increases for eggs, meats and fish, and fruits. Vegetables averaged slightly lower. The fuel and light index rose from 107.3 to 108.6 as western coal prices moved higher. Clothing increased from 130.2 to 131.1, and home furnishings from 128.8 to 129.2. Rents remained at 113.4 while the miscellaneous index moved from 113.9 to 114.1. The advance in the general index since August, 1939, was 26.1 per cent.

American and Canadian Government labour officials confer in Milwaukee

The International Association of Government Labour Officials of the United States and Canada held its annual meeting at Milwaukee, Wisconsin, from September 30 to October 2. This was the

first Conference since 1943. Representatives were present from a considerable number of the State Labour Departments, from the British Columbia and Quebec Departments of Labour and from the United States Department of Labour and the Department of Labour of Canada.

The IAGLO, which adopted its present name in 1928, began in 1883 as an association of chiefs and officials of Bureaus of Labour of the United States. From 1887 to 1909 an Association of American and Canadian factory inspectors met annually. Joint meetings of the two organizations were held from 1910 to 1913 when they united to form the International Association of Government Officials in Industry.

The International Association of Factory Inspectors met in Toronto in 1896, in Quebec in 1899 and in Montreal in 1903. The International Association of Government Labour

Officials held its annual meeting in Toronto in 1929 and in 1937. It is proposed to meet in Montreal in the near future.

The State and Provincial Departments which are members of the Association pay an annual fee of \$25. The U.S. Department of Labour bears the cost of printing the proceedings. The Secretary-Treasurer is Mrs. Clara M. Beyer, Assistant Director of the Division of Labour Standards, U.S. Department of Labour. Among the other officers elected at Milwaukee are, President, Forrest H. Shuford, Commissioner of Labour of North Carolina; First Vice-President, Mrs. Nellie Kennedy, Director Women's and Children's Division, Labour Department of Kansas; Second Vice-President, Hon. L. D. Currie, Minister of Labour of Nova Scotia.

The Milwaukee conference was devoted to a discussion of post-war labour standards. There were short addresses and general discussion on the standards that should be aimed at in school attendance and child labour laws; in apprenticeship and on-the-job training; for the employment of disabled workers; in employment opportunities and the problems of unemployment of women, including questions of equal pay and hours of work; in providing for safety and health on the job through adequate appropriations for Departments of Labour, through training of factory inspectors and safety codes; and in supervising conditions of migratory workers, particularly agricultural workers who follow the crops from one region to another. There were also interesting papers and helpful discussion on legislation concerning labour relations, on the federal Fair Labour Standards Act applying to establishments producing goods for shipment across State boundaries and on new developments in wage-and-hour laws.

Mrs. Rex Eaton, representing the British Columbia Department of Labour, presided at the session on Women's Employment, Miss Margaret Mackintosh, of the Department of Labour of Canada, summarized briefly the laws governing the hours of women's work, and Mr. J. O'Connell-Maher, Associate Deputy Minister of Labour of Quebec, described the Quebec legislation regulating collective agreements, wages and hours. Mr. C. Miron, Conciliation Officer of the Quebec Department was also present.

At the banquet, where the members of the Association were guests of the Industrial Commission of Wisconsin, Mr. J. W. Gibson, Assistant Secretary of Labour of the United States, spoke on the means and value of co-operation between the Federal and State Governments in improving labour conditions and Professor E. E. Witte of the University

of Wisconsin gave a very thoughtful and inspiring address on the future of labour legislation.

Career of John Moffat linked with N.S. Trade Union Movement

Mr. John Moffat, Correspondent for the *LABOUR GAZETTE* in Cape Breton from 1902-1932, and for many years prominent in the coal miners' union in

Nova Scotia, died in Glace Bay on November 12. In recent years he had been fire inspector for the Dominion Coal Company in Cape Breton and later was employed in the Company's Safety Department.

Born in 1864 in Ayrshire, Scotland, Mr. Moffat came to Cape Breton in 1883 just before the end of the 13-months-long strike of the miners at Lingan. Joining the Provincial Workmen's Association of Nova Scotia, formed by the coal miners in 1879 (see p. 1692) Mr. Moffat became in 1898 its Grand Secretary, succeeding the Honourable Robert Drummond who had held the post since 1879. Mr. Drummond, editor of the *Maritime Mining Record*, became a member of the Legislative Council of Nova Scotia.

Some twenty years ago, Mr. Moffat made available to the Department of Labour of Canada and so to all students of the Canadian labour movement, the Minutes of the Proceedings of the P.W.A., 1879-1917, and other documents.

The conflict between the P.W.A. and the United Mine Workers of America, which entered Nova Scotia about 1908 and gradually extended its membership, ended in 1917 when the P.W.A. agreed to amalgamate with the United Mine Workers of America to form the Amalgamated Mine Workers of Nova Scotia. In Mr. Moffat's valedictory to the P.W.A. members he showed a breadth of vision and lack of self interest which had stood the miners in good stead for 19 years:

The time has come to put an end to all internal strife, and fuse our forces for concentrated effort in the great work that lies before the miners of Canada. To us as members of a most successful labour organization the call of our country has come, bidding us fall into line, close up our ranks and join forces with our brothers for the common good of all. . . . Believing it to be in the best interests of the workmen whom we represent, and of our beloved country, we have decided to carry out the wishes of the Royal Commission, which met in Glace Bay early in May, and issued an appeal to all mine workers to unite in one union, and bury the differences of the past. We trust that time will prove that the Commission were wise in their counsel and that the expected results will be fully realized. . . .

It is interesting to note Mr. Moffat's statement on the achievements of the P.W.A.—

The P.W.A. has made the position of the workmen at the collieries more comfortable. Conditions underground in the way of good

ventilation and good methods of mining have been much improved. The workmen are not subject to the whims and caprices of every petty boss, as they were before the union was formed. Men are not discharged for simply asking for their rights, as was too frequently the case in ante-union days. Employers manifest no objection to conferring with committees over alleged grievances and instead of "spotting" them for acting on the committee, they welcome them and discuss matters freely with them. The social condition of miners has been raised. The very spirit of independence the P.W.A. has fostered has conduced to imparting to its members a better tone and a desire to improve their condition. With a desire to be respected, came the necessary effort to command respect; and a real determination to seek after material, social and moral improvement and advancement. In short, the Association has secured for its members and for workmen generally at the coal mines, better legislation, better wages and fairer treatment from employers, and greater respect from the public at large.

The life of the miner has been entirely changed since pre-union days. His work, while at all times hard, is not as laborious as it was thirty years ago. When we look back to the time that coal was riddled in the pit, and every pound of it had to be mined and sheared by hand; when we remember the winter reductions imposed for coal banked in the heaps and the scarcity of employment under those conditions, we get a new view of the coal industry, and the conditions under which the miner worked. The success of the industry has been largely due to the co-operation of the workman with the employer, and while every inch of the ground has been contested in trying to obtain fair wages and good working conditions, the rights of the operators to fair profits have been freely conceded by the P.W.A. The coal industry of this Province will continue to be just what the workmen through their unions make it. If common sense co-operation is given, the industry will continue to be a success. If stubborn and unbending methods are to be used and grudging service only rendered, then there can be neither peace nor prosperity, much less progress, under such unyielding attitude.

On the policy of "no contract, no work," the following comment is made:

The practice of suspending work pending the drawing up of an agreement was one of the strongest reasons of the P.W.A. against becoming connected with the United Mine Workers of America. The United Mine Workers themselves, following the example of the P.W.A., gave up this practice two years ago, and advised their members to remain at work while negotiations towards an agreement were being made.

Chamber of Commerce resolution on labour relations The Canadian Chamber of Commerce held its 17th annual meeting in Winnipeg during October. Among many items of business

dealt with was a resolution, drafted by the Chamber's Labour Relations Committee and adopted by the Convention, which stated the organization's policy on labour relations.

The resolution declared that the principle of collective bargaining was just and equit-

able, subject to the condition that where an agreement is reached, both parties must be equally responsible for observance of its terms. It also endorsed a recommendation of the committee "that a secret and properly supervised ballot amongst all employees of a bargaining unit who would be affected by strike action, as provided in a recent order in council (L.G., Sept., 1946, p. 1187) would be in the best interest of employer, employee, and the committee as a whole."

Community Planning Association of Canada

The Community Planning Association of Canada is an organization initiated by a number of public-spirited citizens interested in community welfare, "to foster public understanding of, and participation in, community planning in Canada". It is a wholly autonomous association, holding letters patent under the Canada Companies Act.

With a view to determining the extent of the public interest, a conference was held in Ottawa in June, 1946, under the auspices of the Central Mortgage and Housing Corporation (L.G., July 1946, p. 1000). While the conference was sponsored by a government agency and many of the delegates who attended were officials of the Dominion and Provincial governments, the control and direction of the Association was, and is, in the hands of interested private citizens.

The membership is available to individuals as active members at \$3 per year and to larger groups requiring informational material in bulk as sustaining members at \$25 per year. The only other requirement for membership is "an unselfish interest in the object of the Association". The management of the Association is in the hands of a Council of 13 active members and an Executive Committee consisting of a President, Vice-President and one other Councillor, elected by the Council. Mr. R. E. G. Davis, Executive Director of the Canadian Welfare Council and Mr. John M. Kitchen of the National Capital Planning Office are the provisional President and Vice-President, respectively, and Mr. N. B. MacRostie, civil engineer, is the third member of the Executive. The Association's Secretary-Treasurer is Mr. Alan H. Armstrong, Room 414, 56 Lyon Street, Ottawa.

Provision has been made for electing 12 of the 13 Councillors by the membership; up to nine of these, by provincial divisions of the Association and the others by the membership at large. The other Councillor will be appointed by the Central Mortgage and Housing Corporation, as it is the agency responsible to the people of Canada for the

encouragement and study of community planning. The present provisional Council is made up of architects, engineers, provincial and municipal officials, representatives of welfare agencies, trades unions, contractors, etc. It is expected that permanent officers will be elected formally at a meeting of the Association next year.

Credit Union National Association sets up office in Canada

Late in October the Credit Union National Association, Inc. (CUNA), opened a Canadian Branch office at Hamilton, Ontario, with Mr. Gordon Smith in charge. Mr. Smith was formerly a paymaster employed by the city of Hamilton and for many years has taken an active part in organizing credit unions in Ontario. He was the first President of the Ontario Credit Union League and for the past four years has been a chief agent of the CUNA Mutual Insurance Society, which is licensed to carry on the business of life insurance in Canada.

The credit union movement in North America had its origin at Levis, Quebec, in 1900. Since that date, some 2,300 new Canadian credit unions have been formed, with about 600,000 members and assets in excess of \$100,000,000. There are more than 9,000 credit unions in the United States having a total membership of approximately 3,000,000 and total assets of roughly \$398,000,000.

In Canada, the most notable expansion has taken place in the Province of Quebec where there are now in the neighbourhood of 1,000 credit unions. But substantial progress has also been made in the other provinces, especially in the Maritimes, Ontario and portions of the Prairie region.

Credit unions are associations of people having a common bond (community, church, industry, etc.) who organize in groups for the practising of thrift by regular savings of small amounts of money. With the accumulated savings, the credit union makes loans to its members for provident or productive purposes. At the end of each year, the income, after operating expenses and provision for bad loans are met, is divided among the members in the form of dividends on savings and patronage refunds of interest charged. Control is vested in the membership who have one vote each regardless of their savings. Management is by a five-man Board of Directors. Loans must be approved by a credit committee of three and auditing is provided by the supervisory committee, who check the records at least monthly.

Individual members are trained in handling their own resources for the mutual benefit of

all members. Agencies have been created for the bonding of officers, providing group and individual life insurance and to supply necessary printed forms and other office materials.

Departments of the provincial and state governments issue charters and inspect the affairs of each credit union annually. In those communities where more than one union has been established, they are organized in chapters for the exchange of ideas and operating practices. Provincial and state leagues are created to take care of legislative problems, handle supplies and literature and to maintain a central credit union to accept surplus funds for investment, or for loans to member credit unions when the need arises. At present, 51 provincial and state leagues form CUNA with headquarters at Madison, Wisconsin.

**Report on
labour
legislation
in 1945**

The report on "Labour Legislation in Canada" covering the year 1945 is now available. Containing the text or a summary of the labour laws enacted last year by the Parliament of Canada, the Provincial Legislatures and the Council of the Yukon, this report, published in booklet form, is the seventh supplement to "Labour Legislation in Canada, 1937".

The summary includes data concerning international labour conventions, employment of children, trade unions and collective bargaining, wages and hours of labour, workmen's compensation, safety and health, vocational education and apprenticeship, licensing of workmen, seamen, unemployment, family allowances, pensions and mothers' allowances, housing, and post-war reconstruction and veterans affairs.

**Pamphlet
on safety
in building**

"Safety in Building", a printed pamphlet of 32 pages, has been published recently by the Department of Labour. It contains the text of the Convention and four Recommendations concerning safety in the building industry which were approved by the International Labour Conference in 1937. The subjects covered include provisions for inspection, safety equipment and first-aid, co-operation in accident prevention, and vocational education, as well as the construction of scaffolds of different kinds, working platforms, gangways, runs and stairways, the construction and maintenance of hoisting appliances, ladders, the fencing of openings, roof work and others.

The same material was issued in January, 1946, in mimeographed form. By resolution of the National Joint Conference Board of the Construction Industry on June 4, 1946,

the Department was requested to print the decisions of the International Labour Conference concerning safety in the building industry. The Joint Board asked, however, that metric measurements should be converted into their Canadian equivalents, with some modification in order to conform with Canadian commercial usage.

Copies in French or English are obtainable at ten cents each from the Legislation Branch, Department of Labour, Ottawa.

**Canada Year
Book, 1946
available for
distribution**

The 1946 edition of the *Canada Year Book*, published by authorization of Hon. James A. MacKinnon, Minister of Trade and Commerce and prepared by

the Dominion Bureau of Statistics, was issued at the end of November.

It is a volume of 1,224 pages and in addition to valuable reference material on Canadian resources, industry, trade and finance it contains numerous special articles, among them being two which have reference to wartime accomplishments, data for which were not previously available. These are: "The Relation of Hydrography to Navigation and the War Record of the Hydrographic and Map Service" and the "British Commonwealth Air Training Plan."

Among the articles dealing with the transition from war to peace are the following: Canadian Agriculture During the Transition Period; The Outlook for the Mineral Industry in Relation to the Economic Development of Canada; and the Report of the Royal Commission on Co-operatives.

Because of public interest in articles published in former editions of the *Canada Year Book*, the policy of reprinting such articles as are of continuing value has been approved and in future a number of these will be available each year.

Other new features of the edition of 1946 are: (1) a section explaining the Vocational Training Organization, included in the chapter on Labour; (2) a new chapter on National Defence; (3) a summary of discharge gratuities and rehabilitation allowances, together with a short synopsis of the pension system, war veterans' allowances and other post-war legislation of the Federal Government; (4) a digest of Canada's part in the United Nations Food and Agriculture Organization (FAO). The edition also contains a number of additional maps and charts.

Cloth bound copies may be obtained from the King's Printer, Ottawa, at \$2 per copy. This merely covers the cost of paper, press work and binding. A limited number of paper-bound copies have been set aside for

ministers of religion, bona fide students and school teachers, who may obtain such copies at the nominal price of \$1 per copy. Application for paper-bound copies must be forwarded with remittance to the Dominion Statistician, Dominion Bureau of Statistics, Ottawa.

**Brochure
on housing
in Canada**

The first issue of *Housing in Canada* has been published by the Central Mortgage and Housing Corporation. Commencing in 1947

the publication will be issued quarterly and will make available current factual information "designed to afford as complete a picture of the housing situation as possible".

The first number presents a factual summary of population trends and residential construction during the inter-war years. Statistical details are presented on an annual basis for the years 1919 to 1946 and on a monthly basis for 1945 and 1946. Information is included on many phases of the housing problem, including publicly-assisted house-building; real estate lending and loans for building purposes; building materials; building labour; building costs; rents and cost of living; and operations under the Wartime Housing Act and other legislation.

**Catalogue of
vocational
guidance
materials**

The Canadian Council of Education for Citizenship has recently published a 49-page annotated bibliography of vocational guidance materials. It is con-

finned to published materials that refer especially to Canadian conditions, inasmuch as much vocational guidance data compiled in other countries requires considerable adaptation to make them applicable to the situation in Canada. It is asserted that "the volume of guidance materials published in Canada has become very considerable in the last few years and in no other place is as comprehensive and helpful a listing of it available". The price of the catalogue is 25 cents per copy, with special rates for orders in quantity. It may be obtained from the Canadian Council of Education for Citizenship, 166 Marlborough Avenue, Ottawa.

**United Kingdom
amends fair
wage policy
for government
contracts**

A revised Fair Wages Resolution was approved by the British House of Commons on October 14. Several changes have been made in the Fair Wages Clause which must be in-

serted in Government contracts whether for construction or for equipment and supplies.

The Fair Wages Resolution originally adopted in 1891 was passed in its recent form by the House of Commons in 1909. Proposals for amendments were made from time to time, and in 1937 the Minister of Labour appointed a Committee representing Government departments, trade unions and employers' organizations to advise concerning desirable changes. The Committee had not finished its work when war came.

In 1942, after further discussions between the Government, the British Employers' Confederation and the Trades Union Congress, agreement was reached on the draft of a new Resolution. A statement of its intention to submit to Parliament the draft Resolution, unless amendments were mutually agreed to in the meantime, was issued by the Government in November, 1942, but as the Conditions of Employment and National Arbitration Order, 1940, applied during the war to wages and conditions in Government contract establishments, it was not considered necessary to do this until after the lapse of the Order. It was considered desirable, too, to have further experience of the administration of the Order, one section of which required the observance by all employers of rates of wages, hours and conditions of employment not less favourable than those established for the trade or industry by agreement between employers and trade unions.

The principal changes made by the Resolution as adopted by the House were summarized in the *Ministry of Labour Gazette*, in November, 1942, as follows:

(1) The standard of fair wages will no longer be solely the practice of "good employers" in the district. The employer will be required to observe such conditions as have been established for the trade or industry in the district by representative joint machinery of negotiation or by arbitration.

(2) The new Resolution specifically requires the contractor to observe "fair" conditions of labour as well as "fair" wages and to apply them to all persons employed by him in every factory, workshop or place where the contract is being executed. Contracting Departments will require an assurance from a new contractor that to the best of his knowledge and belief he has complied with the general conditions of the Resolution for at least the previous three months.

(3) Under the old Resolution the Minister of the Contracting Department had, if called upon, to decide whether or not fair wages were being paid. Under the new Resolution any such questions will be reported to the Ministry of Labour and National Service and,

if not disposed of by negotiation, will be referred to an independent tribunal.

(4) The contractor shall recognize the freedom of his workpeople to be members of Trade Unions.

British Health Services Act receives royal assent

Providing for a comprehensive health service open to everyone in the United Kingdom without limitation, the National Health Services Act received royal

assent on November 6. The Act does not differ in any major respect from the bill as originally introduced (L.G., April, 1946, p. 437).

Closed shop outlawed in three states in U.S.A.

Constitutional amendments banning the closed shop were adopted, during the November elections in the United States, in Arizona, Nebraska and South Dakota.

In addition Massachusetts voters approved a proposal requiring labour unions to issue public financial statements at regular intervals, and in California a proposal for a Fair Employment Practice Act was rejected.

State constitutional amendments forbidding the requirement of union membership as a condition of employment were adopted by Florida and Arkansas in 1944. The Arkansas measure failed to receive legislative support and has not been implemented. The Florida amendment, while finalized by enabling legislation, is at present being challenged in the lower courts and its ultimate disposition may await review by the United States Supreme Court.

The New York *Times* recently reported that a federal measure to outlaw the closed shop is being readied by some Senators for presentation to the new Congress when it convenes.

Union discharge request under closed shop agreement

In a recent decision, the United States Labour Relations Board described some of the conditions which should govern the dismissal of employees when requested

by a union with a closed shop agreement.

The question arose over the dismissal by the Colgate-Palmolive-Peet Company of 37 employees who were accused by the certified CIO union of engaging in activity on behalf of an AFL union that was campaigning among the employees at the time.

The Board decided that the company had violated the Wagner Act in acceding to the discharge request of the union.

It contended that the dismissal represented a violation in view of the fact, of which the management was aware, that the employees in question had been previously refused per-

mission to withdraw from the union. This was held to be evidence that the union demand was not based on proper grounds. In this case the dual-union activities were found permissible, since the closed shop agreement was of indefinite duration and had been in effect about a year, thus not serving as a bar to an election.

Standards which an employer is obligated to apply to determine whether he is justified in acceding to union requests for discharge under a closed shop, have been held by the board to include the time the agreement has run and how much knowledge the employer possesses of the facts in the case.

Ban on jurisdictional work stoppages

The Metal Trades Department of the American Federation of Labour has announced the establishment of a procedure for eliminating work stoppages

due to jurisdictional disputes among its affiliated unions, and the consummation of an agreement with the Building and Constructive Trades Department defining more clearly the respective areas of jurisdiction in the manufacture of prefabricated housing.

Contained in the procedure were the following stages of negotiation to be pursued in resolving a jurisdictional dispute.

1. Local officials of unions involved must meet and make a serious attempt to agree.

2. If that fails, presidents of the international unions must designate representatives to meet and attempt to determine the dispute.

3. The next step provides that International Presidents shall personally meet on the questions involved.

4. In the event of inability to resolve the dispute during the latter three stages, provision is made for the dispositions of the issues in dispute by an impartial umpire whose rulings are to be binding on the parties.

The agreement with the Constructive Trades Department of the Federation, it was reported, granted jurisdiction of assemblage of prefabricated housing units to the Building Trade locals. Kitchen and bathroom units, the agreement concluded, were within the Building Trades jurisdiction irrespective of whether they were put together in factories or in buildings which were to be dwellings.

Penalty strike clause in a United States collective agreement

The November 16th issue of *Business Week* reports the signing of a precedent-making collective agreement by a local of the United Steelworkers of America (CIO) and the Murray Co.

of Dallas Texas. The company, engaged principally in the production of cotton-mill ma-

chinery, employs about 320 workers; 150 of these are represented, for bargaining purposes, by the International Association of Machinists (AFL) and the remainder by the CIO union.

The precedent established by the contract is its mutual-responsibility clause which provides for financial compensation for losses incurred by either party as a result of a strike, work-stoppage, or lockout of any description which are contractually forbidden during the life of the agreement. Should a violation of this article occur either party is specifically entitled to demand a hearing before arbitration to determine the immediate responsibility for the cessation of work and to assess fair and reasonable damages against the culpable party or parties. Arbitration findings are to be final and binding.

Only the local can be found responsible under the article and then only if it sanctions the stoppage or it is participated in by a majority of the union's members employed by the company. "In no event shall the arbitration make a finding of responsibility and assessment of damages against the international union."

The article states that any inclination to regard the contract as the first step towards a general pattern must be conditioned by the special circumstances which obtained in the situation. It further states that management security was ceded to the Murray Co. by the local union because of a weak bargaining position; because principal production, which is seasonal, was over for the year; and as a result of the jurisdictional opposition of the functioning AFL union in the plant.

Social security provisions were continued from a previous contract in the form of maintenance-of-membership and check-off of union dues. "Reasoning was that maintenance-of-membership and the check-off would be necessary if the union should be called upon to enforce its responsibility to management by disciplining contract-breakers."

Changes in status of soft-coal miners in U.S.

The United States Bureau of Labour Statistics has published a report on the change that has occurred in the status of bituminous-coal miners in the United

States from 1937 to 1946.

Although only two advances in general wage rates occurred after 1937 (1941 and 1946), each averaging 17 per cent, average earnings and hours of work increased considerably more. Important supplemental gains were also achieved through the institution of paid vacations, pay for travel time in mines at established rates, and improved standards of safety, health, and welfare. Increased hourly

earnings caused a relatively small increase in wages per ton because of the rise in the output of coal per hour.

The workers suffered from part-time employment and relatively low weekly earnings between the two World Wars due to a decline in the relative importance of coal, the bulletin states; important wage rate gains which were made in 1932 were nullified by the depressed average earnings as a result of part-time operation of the mines, averaging less than 200 days per year.

As an indication of the increases in general wage rates for the industry as a whole up to 1941, the bulletin compares pertinent statistics for the years 1936 and 1940 which showed a marked degree of similarity in employment and production. Average hourly earnings rose from 79.4 cents in 1936 to 88.3 cents in 1940, an increase of 11.2 per cent. In 1941 a general 17 per cent basic rate increase was gained in the industry.

The increase in productivity which occurred during the recent war was one of the period's outstanding industrial achievements, the bulletin states. Production increased from 394,855,325 tons in 1939 to 576 millions in 1945, an increase of about 43 per cent, while the average number of wage earners declined from 371,000 to 322,000 during the same period, a decrease of about 13 per cent. The cause was attributed partly to a lengthened work-week and partly to a rise in man-hour productivity. Excluding minor wage-rate adjustments the 1941 increase was the only general change made in wages during the recent war period.

Between 1938 and 1945 output per man-hour rose 29 per cent. The amount of wages per ton rose about 22 per cent. The bulletin points out also that the value of coal per ton at the mines increased by 58 per cent.

The bulletin states that a general improvement in the efficiency of production is to be expected. A greater intensity of work occasioned by the return of the normal work-week, removal of overtime premiums as well as a rise in man-hour output, replacement of worn equipment and possible elimination of some high-cost mines, were given as some of the outstanding factors which will probably contribute to rising productivity.

Average weekly earnings which rose from \$23.88 in 1939 to \$54.84 in 1945 were increased by 17 per cent in March of this year as a result of an agreement signed by the United Mine Workers (AFL) and the Government which provided for a basic hourly increase of 18.5 cents. Operation of the mines was taken over by the Government during

the strike which followed unsuccessful negotiation of a new agreement by the Union and the mine operators (L.G., June, p. 721).

Assuming a continuation of working time and other conditions affecting earnings, the bulletin estimates, that this new agreement will provide weekly earnings averaging about \$66.50. In regard to future opportunities for employment and earnings in coal mining, a lot will depend upon the success of coal in competing with other fuels, the course of labour productivity and the general level of business activity. The report contends that "substantially constant levels of production, increases in average man-hour output, will entail displacement of labour." However, increased efficiency in production may possibly enlarge the demand by permitting price reductions and thus expanding, or at least checking the decline in, production.

Wartime premium pay for foremen in U.S.A.

An article in the November 16th issue of *Business Week* reports that a United States federal court in Detroit has awarded a group of 478 foremen \$355,000 for work performed between the beginning of 1941 and August 1, 1945, in plants of the Continental Motors Corporation. The decision was based on a ruling under the Fair Labour Standards Act that a foreman on straight time who spent more than 20 per cent of his time doing the work performed by the men he supervised was entitled to overtime pay. The report pointed out that many foremen during the war years were in this category and are now being urged by the Foremen's Association of America to file claims for wartime overtime pay. The Continental Motors Corporation ruling has been followed by suits filed in Detroit against the Bohn Aluminum and Brass Corporation, Ex-Cell-O Corporation, Hudson Motor Car Company, Republic Aircraft Products Company, and Westinghouse Electric and Manufacturing Company.

Settlement of disputes over wage incentive plans in U.S.A.

An article in the November 23 issue of *Business Week* describes the work of the Technical Service Branch of the United States Conciliation Service in helping to settle disputes relating to wage incentive systems.

The services of the branch are available to management and unions on questions of wage incentives and intra-plant inequities.

For instance, there may be a dispute over a work-load, with the employee complaining that he cannot, at normal speed, produce the

number of pieces required for him to earn what it may have been agreed would be a fair wage. By studying the worker on the job and making the necessary allowances for variable factors, the investigator will determine the number of pieces that normally should be produced in a specified time. Adjustments to be made, if any, are then determined by the disputants, using the facts presented.

The technical service treats its reports as confidential. They are not permitted to be used either as arbitration awards or for the setting of industry-wide standards.

Figures on the extent of employees' group life, illness and accident insurance in private insurance companies, in the United States, were released recently by the Life Insurance Association of America.

The figures showed that at the end of 1945 over 5,920,000 persons carried group accident and health insurance providing for an average weekly benefit of about \$17 for wage loss during disability; group hospital insurance covered over 7,800,000 employees and their families; and group life insurance, the most widespread type of group coverage, was in effect for nearly 11,400,000 with insurance totalling \$22,426,725,000.

Group annuities supplementary to the retirement provision of the Government Social Security Act, were in force for 1,275,566 persons.

Veterans' seniority in U.S.A.

The Justice Department of the United States has declared for company-wide interpretation of the "like-seniority" clause in the country's veterans' rehabilitation regulations. The regulations hold that upon return to his job the veteran must be granted the seniority status, or its equivalent, that he held when he left to enter the forces. In the case of multi-plant companies, the Department's opinion held that, the veteran, previous to his joining the service, was an employee of the company and not of any particular plant and in consequence, "like seniority made reinstatement obligatory, even when the plant or agency has been abolished during the period of the veteran's absence." The opinion held that, "the company should reinstate the veteran anywhere he can be placed in a job of like status and pay plus his accrued seniority from the date he was first employed."

Calendar Reform Bill in U.S. Congress

A Bill introduced in the House of Representatives of the United States last July, focuses attention on the age-old question of reforming the calendar. The Bill is designed to give official sanction to improving the calendar "by making it perpetual, by equalizing the quarters of the year, and fixing holidays."

The preamble of the Bill outlines the history of calendar reform from the adoption of the sun calendar by the ancient Egyptians to the present time, pointing out that "despite the tremendous advances of scientific knowledge since the Middle Ages," the so-called Gregorian calendar, ratified in 1582, "is still in general use by most nations".

Reference is made to the extensive study and research carried out by the World Calendar Association as well as by many other experts on time measurements and standards. As a result, states the Bill, "public and private opinion in the United States and the other nations of the world... now demand governmental action to revise the calendar in such a way that, retaining astronomical accuracy, it will be mathematically and otherwise scientifically correct" It is also stated that "transportation companies, communications, advertising, public and private statisticians, accountants, economists, manufacturers, labour, financial institutions, heads of educational, scientific, social and fraternal organizations" in many nations have gone on record as favouring specifically the adoption of the "World Calendar".

The Bill, therefore, would give authority to the President of the United States "to take appropriate administrative action within a reasonable time prior to January 1, 1950, to facilitate the change by the Government and by the public. . . ." It also authorizes him to promote the adoption of the World Calendar by other countries, through the United Nations or other international bodies to become effective January 1, 1950.

Agreement in road transport in South Africa

An interesting example of an agreement under the South African Industrial Conciliation Act, 1937, is one for the road passenger transport industry in the magisterial district of Port Elizabeth.

Under the Act, where an organized industry, by agreement, provides machinery for settling disputes and determining working conditions through an industrial council, the collective agreement may be legalized as between the parties at their request and, as under the

Quebec Collective Agreement Act, may be made binding also on other employers and employees in the industry. A summary of the legislation regulating industrial relations in South Africa appeared in the LABOUR GAZETTE for July, 1938, (pp. 755-762).

The agreement for the road passenger transport industry was entered into by the Port Elizabeth Electric Tramway Company Limited, and the Port Elizabeth Tramway and Bus Workers' Union, the parties to the Industrial Council for the industry. It is to be binding on the parties for two years from March 18, 1946, and also upon other employers and employees in the industry in the district. The Council is responsible for its administration and empowered to grant exemption from any of its provisions.

Expenses of the Council are to be met by a deduction from weekly wages of twopence where workers receive less than £2, and of fourpence where workers earn £2 or more. To this deduction the employer must add an equal amount.

The agreement covers minimum wages, hours of work, spreadover, overtime rates, annual and public holiday provisions, uniforms and so forth.

The minimum rates for drivers, conductors, and other classes of employees apply to a maximum work-week of 48 hours and six days. Minimum hourly rates are also set for semi-skilled and unskilled labourers, depending on the operation performed, and for casual labourers who are defined as those engaged for not more than four days in a week. An additional cost-of-living allowance, graded with respect to wages received, is also provided for.

In the case of a rotation of shifts over two or more weeks, the average number of hours worked per week must be calculated. If less than 48, the worker is to be regarded for purposes of payment as working 48 hours; if more than 48, he must be paid for such excess hours at time and one-half.

All drivers and conductors must complete their day's work within a spreadover of 12 hours in a day from Sunday to Thursday, and within 13 hours on Friday and Saturday.

Overtime rates after 48 hours in a week are set at one and one-half times the ordinary hourly rate. A driver or conductor whose hours exceed $8\frac{1}{2}$ in any day from Sundays to Thursdays or 9 hours on Fridays or Saturdays must be paid time and one-half for extra time. When overtime calculated on a daily basis differs from overtime calculated on a weekly basis the higher remuneration must be paid.

For each hour or part of an hour worked on an employee's "day off" he is entitled to twice his hourly rate with a minimum of eight hours' pay. The same rate of payment must be made for work done on four statutory public holidays. All employees not working on such public holidays are to receive eight hours' pay at their ordinary rate for each such day.

Every employee must be granted an annual holiday on full pay after 12 months' service with the same employer. The scale of paid holidays is as follows: After 14 years' service, 18 working days; after 9 years, 16 days; after 6 years, 14 days; for 6 years' service and under, 12 days.

Where uniforms are required to be worn, a free uniform must be supplied every nine months, and a free overcoat every three years.

Not less than a week's notice of intention to terminate the contract of service must be given by either an employer or an employee.

Except for temporary employees hired to meet seasonal or other conditions, no employee may be engaged who is not a member of a trade union after a six-months' probationary period during which time his fitness or otherwise is to be determined.

Wage stabilization in Netherlands

The November issue of the *Commercial Intelligence Journal*, published by the Dominion Department of Trade and Commerce reports that the Dutch Government has pre-

pared a plan to stabilize wages in order to ensure the competitive position of the country's exports in the world market.

This program is part of a general scheme to increase the availability and saleability of goods for export which are necessary to pay for imports essential to the country's reconversion. It will be instituted concomitantly with a drive to increase the nation's productive capacity.

To further assure competitive market prices, profit margins in certain branches of industry are being reduced, the report states.

Although no wage increase may be granted until the transition to full peacetime levels of production is effected, the Government has declared that the wage control order does not preclude the payment of higher wages commensurate with higher labour productivity.

The article states that the Dutch Government, realizing the undue hardship that may devolve upon certain people from the freezing of wages, has proposed legislation to ease the affects upon families with young children.

This bill is to provide special allowances, now granted for the third and subsequent children, to the first two. There is also a new law governing consumers' credits. This, it is expected, will enable the lower income groups to acquire essential goods. The law will become effective shortly and allow the government to grant credits which are to be repaid in small weekly instalments, depending on the amount of the worker's wages and the size of his family.

Charters of Our Freedom

"Charters of our Freedom" is the title of a well-timed book published by Ginn and Company late in November. Freedom, especially in relation to government and law, has long held a central place in the thought and lives of men and nations, and because many peoples almost lost it during the two world wars, it is being debated more earnestly than ever.

As the title suggests, the book brings together the principal documents that supplied the basic materials upon which the Canadian system of democratic government was built. Beginning with Magna Charta and ending with the Atlantic Charter, the author traces the successive steps by which our freedom has been achieved, emphasizing the great movements, but so linking them together by concise narrative that the unity of the whole is unmistakable, even though the events treated cover a period of more than 700 years.

The method of treating the subject is of especial value to all students of our governmental institutions, including workers' and adult education groups. Taking each of the historical charters and acts in turn, the author discusses their origins and implications and

then gives lengthy transcriptions from the documents themselves. In this way the reader is led step by step from one great issue to the next: Magna Charta, the Bill of Rights, Ordinances of Virginia, the Mayflower Compact, Lord Durham's Report, the British North America Act, the Statute of Westminster, the Declaration of Commonwealth Prime Ministers and the Atlantic Charter. The Canadian Council of Education for Citizenship collaborated in the preparation of the book and has endorsed it fully.

The author, Dr. R. G. Trotter is one of Canada's best-known historians and constitutional authorities. Since 1934 he has been head of the Department of History at Queen's University. He is a Fellow of the Royal Historical Society and a member of the Canada-United States Committee on Education. In 1945 he went as a Canadian delegate to the British Commonwealth Relations Conference in London. His long experience as a student and teacher of history, qualifies him to write with authority concerning the great landmarks in the evolution of Canadian civil and political freedom.

Termination of Wartime Wage and Salary Control in Canada

Announcement Made by Prime Minister

ON November 29 the Prime Minister, Rt. Hon. W. L. Mackenzie King, announced that effective midnight, November 30, wartime controls over wages and salaries, which had been instituted on December 9, 1943, were to be removed and their determination returned to the processes of collective bargaining. The removal was subject to the exception that applications and appeals for wage and salary increases pending before Regional and National War Labour Boards on November 30 would be heard and expeditiously disposed of.

In making the announcement, the Prime Minister stated: "The stabilization of wages and salaries was an essential element in the wartime anti-inflation program of the government, which included the establishment of the price ceiling, heavy taxation of the incomes of individuals and corporations and intensive Victory Loan and war savings campaigns. By what it accomplished to prevent inflation the government kept down the monetary cost of the war effort, and distributed the burden more equitably among all the people of Canada.

"Since the close of hostilities, the battle against inflation has been continued with unabated vigour. Wartime methods were, however, too rigid for the period of transition, when the objective was no longer the reduction, but once more, the expansion of normal peacetime production. To that end, it has been the policy of the government to remove wartime controls as rapidly as the need for them disappeared. With the gradual increase in production, the need for limitations on the expansion of purchasing power has decreased. Certain inevitable increases in costs made some increases in prices unavoidable. The pressure for wage adjustments has grown. It was only a matter of time until there would no longer be a need for wage and salary control in the battle against inflation. The government believes that time has now arrived.

"The removal of wage and salary control involves no change in the government's policy respecting price control and the control of rentals. It is the policy of the government to maintain these controls as long as they may be required to protect the people from a sudden and drastic rise in the cost of living. The experience of other countries has increased the determination to see that the removal of controls shall take place in a gradual and orderly

manner so as to protect the standard of living and the value of the war savings of the people."

Mr. King added: "On this occasion, the government desires publicly to record its appreciation of the services rendered to Canada by past and present members of the National and Regional War Labour Boards. The Boards themselves were representative of labour, management and the community. Notwithstanding their differing points of view the vast majority of the decisions were unanimous. Such unanimity bodes well for the future of employer-employee relationships when entrusted to men of good-will representative of all three partners in industry."

Mr. King concluded his statement by expressing warm appreciation of the administration of the Salary Control.

Text of Order in Council P.C. 4904

The text of Order in Council P.C. 4904 which revokes the relevant section of the Wartime Wages Control Order follows below:

Whereas it is considered advisable to terminate the existing controls which are contained in the Wartime Wages Control Order, 1943, established by Order in Council P.C. 9384 of December 9, 1943, as amended, by revoking the relevant provisions of the said Order while, at the same time, making provision for the disposition of applications presently pending before War Labour Boards;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Acting Minister of Labour and under the authority of The National Emergency Transitional Powers Act, 1945, is pleased to order as follows:

ORDER

1. Subject to this Order, Part II of the Wartime Wages Control Order, 1943, established by Order in Council P.C. 9384 of December 9, 1943, as amended, is hereby revoked.

2. Where, at the date this Order comes into force, any application or appeal is pending before a War Labour Board under the Wartime Wages Control Order, 1943, the said Board shall have authority to continue all proceedings pursuant to such application or appeal, and Part II of the Wartime Wages Control Order, 1943, shall continue in full force and effect in relation to the employer in respect of the occupational classifications of employees with regard to whom such application or appeal was made, and the Board may make such order or give such direction pursuant to such application or appeal as it might have made while the said Part II continued in full force and effect prior to the date of the coming into force of this Order.

3. Where the Board makes any order or gives any direction pursuant to section two of this Order, Part II of the Wartime Wages Control Order, 1943, shall be deemed to have been revoked in respect of the employer in relation to the occupational classification of

employees with regard to whom the said order or direction is made on the day following the day on which such order or direction is made.

4. This Order shall come into force on the first day of December, 1946.

Removal of Price Control in U.S.A.

ALL Government control in the United States over wages, salaries and prices except on rents and that necessary to implement the rationing and allocation program of sugar and rice were removed by President Truman early in November. In a statement announcing the general abandonment of restrictions, the President said that he was convinced that controls were no longer effective instruments in curbing inflation and that their further continuation would do the nation's economy more harm than good.

Mr. Truman stated that the last price control act passed by the Congress (L.G. August, 1946, p. 1026) was "unworkable and inadequate" and had not possessed the necessary public support to make its administration effective. The major difficulty encountered, he said, was "the withholding of goods from the market. As price controls are dropped one by one, many sellers naturally hold on to their goods in the hope that their turn will come next and they can obtain a higher price."

In addition to those withholding goods in "expectation of decontrol", there were others whose motive was "deliberately to force decontrol" by depriving consumers of essential goods or manufacturers of essential materials. The President reported that this withholding had become so serious that it threatened "key segments of the economy with paralysis."

The President, however, reported that a more favourable situation existed in regard to shortages than when the badly weakened stabilization law was enacted by the Congress. "Nevertheless" he warned, "some shortages remain and some prices will advance sharply when controls are removed."

The danger of losses in the accumulation of high price inventories, which would make manufacturers hesitate to raise prices unreasonably, and the threat of consumer resistance to excessive prices were described as factors making a return to the market of supply and demand more beneficial in curbing

inflation than continued Government control of prices.

The reasons which impelled the removal of prices were not applicable in the case of rents, the President stated, because of the expected long continuation of the housing shortage and the inability of tenants to resist "extortionate demands" of landlords.

Responsibility for removing the hazards of inflation through high production rested squarely upon the shoulders of labour and management as a consequence of the general removal of controls Mr. Truman concluded.

Canadian Policy

This summary abolition of control in the United States will not effect the existing general policy of the Government in its fight to combat inflation, Mr. Donald Gordon, Chairman of the Wartime Prices and Trade Board, told the people of Canada in a series of radio addresses on the subject of price control.

However, he predicted that eventually it was bound to have a marked influence upon Canada due to the increased cost of imports, the necessity of preventing an exodus of Canadian produced goods from the domestic markets to the higher priced American market and the psychological effects high American prices would have on Canadian producers. "Rigid stability of prices is beyond achievement" he said.

The choice before the Canadian people at this time, Mr. Gordon stated, was between controlled and uncontrolled readjustment, and the ability of the Government to successfully pursue the former course was directly related to the degree of public support it received. Continuing, Mr. Gordon said that Canada now had an excellent opportunity to study the effects of general control removal in the United States before following a similar path. If the results were not as onerous as anticipated, and the dislocation of the economy caused by decontrol was short-lived, Canada could expeditiously readjust her policy.

*Collective Agreements in the Coal Mining Industry in Canada, September, 1946**

A file of collective agreements has been maintained in the Department of Labour for many years and summaries of representative agreements have been published each month in the *LABOUR GAZETTE*. The Research and Statistics Branch has undertaken to make analytical studies of current agreements on file, by industry and by topic. The first, covering the Pulp and Paper Industry, was published in the *LABOUR GAZETTE* for April, 1945 (p. 539); the second on Union Status in the Manufacture of Iron and Steel and their Products in the issue of October, 1945 (p. 1426) with revisions in the November issue (p. 1613); the third, covering union status in agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, in the issue of March, 1946, (p. 268). The fourth, covering agreements in the Coal Mining Industry, is given below.†

Summary

The total number of workers covered by agreements in the coal mining industry is 22,821. Of these, 9,376 workers, or 41 per cent of the total under agreement, are covered by agreements providing for union shop conditions, under which all employees eligible for membership must be union members. The other 59 per cent are covered by agreements

in which there is no obligation on employees to be union members. Every current agreement on file in the Department for this industry has a "check-off" provision, by which the employer deducts union dues and assessments from the wages of union members and pays these over to the union.

Introduction

The coal mining industry is one of the oldest industries in Canada. The Dominion Bureau of Statistics has estimated the output of coal in Canada as from the year 1785. For the year 1867 the estimate is 631,320 tons mined in Canada. Canada normally produces somewhat less than half of its total require-

and lignite coal mainly in Saskatchewan. For the year 1945, the average number of employees in the industry was 24,706 and the output of coal for the year 16,456,943 short tons. Imports were 24,731,137 short tons, while 840,708 short tons were exported. The above information and that in the following

TABLE 1.—COAL STATISTICS FOR CANADA, 1945

Province	Output Bituminous (Short tons)‡	Output Sub- Bituminous (Short tons)	Output Lignite (Short tons)‡	Average Number of Employees
Nova Scotia.....	5,112,170	.....	.....	12,562
New Brunswick.....	356,024	.....	.....	825
Saskatchewan.....	.....	.....	1,533,088	537
Alberta.....	4,606,091	3,146,758	.....	8,253
British Columbia.....	1,702,812	.....	.....	2,529
Total—Canada.....	11,777,097	3,146,758	1,533,088	24,706

‡ A short ton is 2,000 pounds.

ments of coal. No anthracite coal is mined; bituminous coal is mined in Nova Scotia, New Brunswick, Alberta and British Columbia; sub-bituminous coal mainly in Alberta,

table is taken from the Dominion Bureau of Statistics Monthly Report on Coal and Coke Statistics for Canada, December 1945.

Early collective agreements in the industry

The history of unionization in the coal mining industry goes back to September, 1879, when the Provincial Workmen's Association was organized in Nova Scotia, and a few

*This study was made prior to the new agreements made in October, 1946, in the western provinces. A summary of the new conditions is given in the Appendix.

†Reprints of each of these three articles are available on request.

months later secured from one company recognition of its committees. The first reference found to any agreement is of one between this Association and the Dominion Coal Company in 1899, but this may possibly have been only a verbal agreement.

The first report on record of a signed agreement in Nova Scotia is one between these same two parties, which went into effect in 1905. The first local in Nova Scotia of the United Mine Workers of America was organized in 1908 and District 26 was chartered in 1909. They did not, however, obtain an agreement at this time. The charter was withdrawn in 1915.

A year or two later a new union was formed, the United Mine Workers of Nova Scotia, which merged with the Provincial Workmen's Association to form the Amalgamated Mine Workers of Nova Scotia in May, 1917. The Provincial Workmen's Association continued to be the bargaining agent recognized by the Dominion Coal Company and other coal operators in Nova Scotia between 1905 and 1917, when the newly formed Amalgamated Mine Workers of Nova Scotia obtained the agreements which they continued to hold until this union was merged with the United Mine Workers of America in 1919. Since then, the U.M.W.A. has represented miners employed by all the major coal operators in the province.

In Alberta and British Columbia, an agreement is on record between the Crow's Nest Pass Coal Company and the Western Federation of Miners effective from 1903. This union was superseded in the same year by the United Mine Workers of America, and District 18 was formed and is reported to have secured agreements with operators in the Crow's Nest district during the succeeding two years. There is a record of an agreement effective from June 1, 1905, with the Crow's Nest Pass Coal Company and at the same time or shortly afterwards with other coal operators in Alberta. From 1905 to 1925 this

union remained the principal bargaining agency of the miners in these two provinces. In 1925 the U.M.W.A. lost ground and during the next ten years, the miners were represented in some cases by the U.M.W.A., in others by the Mine Workers' Union of Canada, or by unaffiliated local unions, while others were unorganized. By 1936, however, the U.M.W.A. had again attained a predominant position which it has maintained.

General statistics

The study of collective agreements in the coal mining industry which follows is made from current agreements on file in the Department of Labour in September, 1946. The figures as to the number of workers affected are the latest available. For the most part they are those reported by the companies late in the year 1945. However, where new agreements were made in 1946, the figures as to the number of employees affected at the time the new agreement was made are substituted for the 1945 information.

Employers

All the agreements in Nova Scotia and New Brunswick are made between individual companies and the union. In Western Canada some agreements are between individual companies and the union; others are joint agreements between two or more companies in the same locality and the union; two are agreements between associations of operators and the union. These last two are: the Drumheller Coal Operators Association, covering 12 companies and about 1,500 employees in Alberta; and the Western Canada Bituminous Coal Operators Association, covering 10 companies and 4,000 employees, in Alberta and British Columbia.

Unions

The United Mine Workers of America represent 96.3 per cent of all workers covered by

TABLE 2.—UNION STATUS IN COLLECTIVE AGREEMENTS IN THE COAL MINING INDUSTRY

PROVINCE	UNDER AGREEMENT		NO REQUIREMENTS AS TO UNION MEMBERSHIP		UNION SHOP		CHECK-OFF	
	Mines	Workers	Mines	Workers	Mines	Workers	Mines	Workers
Nova Scotia.....	29	13,445	26	13,170	3	275	29	13,445
New Brunswick.....	8	317	7	275	1	42	8	317
Saskatchewan.....	9	295	.....	.....	9	295	9	295
Alberta.....	52	6,521	.....	.....	52	6,521	52	6,521
British Columbia.....	12	2,243	.....	.....	12	2,243	12	2,243
Total—Canada.....	110	22,821	33	13,445	77	9,376	110	22,821

union insofar as the coal mining industry is agreements in the coal mining industry. This concerned is divided into two districts: District 26 covers Nova Scotia and New Brunswick; District 18, Saskatchewan, Alberta and British Columbia. Agreements are made between the companies and the district of the union. The remaining 3.7 per cent of the workers are represented by: the Co-operative Protective Association at Westville, N.S. (affiliated with the Canadian Congress of Labour), the Rothwell Mine Workers Union (affiliated with the New Brunswick Federation of Labour), the Saskatchewan Coal Miners' Union at Taylorton (affiliated with the Canadian Federation of Labour), the Western Association of Mechanical and Elec-

trical Engineers at Coal Valley and Sterco, Alberta, the International Brotherhood of Electrical Workers (A.F. of L.) at Cumberland, etc., B.C., the National Union of Firebosses (C.C.L.) at Drumheller, Alberta, and the Western Canada Firebosses Association (T. & L.C.) at Coleman, Bellevue and Blairmore, Alberta. Firebosses (shotfirers) are not included in the jurisdiction of the U.M.W.A. and the above mentioned firebosses' unions have agreements with companies whose main body of workers are covered by agreements with the U.M.W.A. The agreement of the International Brotherhood of Electrical Workers is also with a company which has an agreement with the U.M.W.A.

Summary of Provisions of Agreements and Sample Clauses

Duration, Renewal and Termination

With the exception of one coal mine in New Brunswick and all the coal mines in Saskatchewan whose agreements are for a definite period (made for from one to two years), all agreements are continuous, running on from year to year until either party gives notice of termination. All the agreements for Nova Scotia mines and all but one in New Brunswick are for an initial period of from 6 months to three years and are to continue thereafter from year to year subject to notice from either party of a desire to negotiate amendments or new agreements. The following is an extract from a Nova Scotia agreement.

*This contract is in effect from February 1, 1945, and will continue in full force and effect until January 31, 1947, and from year to year thereafter unless notification to re-open contract is served by either of the parties thereto, such notification to be served in writing not later than October 1 in any year later than the year 1945.

The current agreements in Alberta and British Columbia (many of which were made in 1938) provide or were amended to provide that they remain in effect for the duration of the war and one year thereafter and then to the following March 31.†

One agreement, to which the Rothwell Mine Workers Union is a party, contains a provision whereby the agreement may be cancelled by either party on one month's notice if the employer ceases to be an independent operator

or if the union ceases to be affiliated with the New Brunswick Federation of Labour.

Three of the New Brunswick agreements have a clause under which the Company may cancel the agreement if the union breaks it.

If the union deliberately breaks this agreement, the Company reserves the right to cancel same and discontinue the check-off.

On the other hand, the agreements for Alberta and British Columbia provide that a breach of the agreement by either party will not cancel the agreement.

Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to be continued in full force and effect.

Conflict between the terms of the agreement and laws of the union is prevented by two types of clauses. The following or a similar provision is found in the Nova Scotia and New Brunswick agreements.

No laws or rules shall be made by any local union or group of local unions in violation of this contract, joint agreement to have precedence over national, district and local constitutions.

The Alberta and British Columbia agreements have clauses the same or similar to the following:

This contract is in no case to be set aside because of any rule of the United Mine Workers of America now in force or which may hereafter be adopted; nor is this contract to be set aside by reason of any provisions in national, district or local constitutions.

Union Status

APPLICATION

The agreements do not apply to all classes of persons employed by coal mining operators. The Nova Scotia agreements and two of the

*The following extract and those used throughout this study are quotations from agreements on file in the Department of Labour for this industry. All such quotations are printed in the smaller size type.

†Although under this clause the agreements were to run to March 31, 1947, they were re-opened for negotiations in August, 1946.

New Brunswick agreements confine the application to members of the union and those eligible to join the union.

The terms of this agreement apply only to men who are members of the United Mine Workers of America working in and around the mines, and all who are eligible to membership in the United Mine Workers of America, as set forth in the constitution of the International union.

Two of the New Brunswick agreements state that the agreement applies only to union members.

The terms of this agreement apply only to men who are members of the U.M.W. of A. working in and around the mines.

The Alberta agreements and agreements for all except one of the British Columbia mines list the classes of employees which are excluded from the provisions of the agreement. This list varies to some extent, but the following clause is a typical example:

All employees connected with the management of the mine are not to be under the jurisdiction of the United Mine Workers of America or be members thereof, and shall include the following: Mine manager or superintendent, overman or assistant overman, pit bosses, fire bosses, boss driver, stable boss, master mechanic, electricians, weighman, head carpenter, head blacksmith, tippie or breaker foreman, loader boss, night watchman, coke oven foreman, outside foremen, wet and dry washery foreman and all technicians, office staff, timekeepers, coal inspectors and head lampman.

The question of men working on construction, improvements and extensive repairs is dealt with in most of the agreements in Alberta and British Columbia. Under agreements covering over half of the total number of workers under agreement in these two provinces, such employees must be union members.

All men working on construction, improvements, and extensive repairs shall be members of the United Mine Workers of America, except skilled workers and members of recognized unions. . . .

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs.

Under agreements covering about a quarter of the workers covered by agreements in these two provinces, men on extensive repairs, etc., are not union members.

It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the U.M.W. of A. The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of

a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs, and the employees thereon are to be excluded as above when employed on such work only.

With reference to Company officials doing work usually performed by union members, agreements covering over half of the employees under agreements in Alberta and British Columbia have a clause by which such company officials must pay union dues while so engaged.

Where company officials do the work usually performed by union members, except in cases of temporary employment, he or they shall automatically become members of the union. This has reference to any work set out in the contract. Where such official has been so employed for twelve days or more, in any thirty-day period, he shall be deemed to have exceeded his temporary employment and shall pay union dues in any succeeding month wherein he has done similar work for five days.

UNION MEMBERSHIP REQUIREMENTS AND CHECK-OFF

Union shop provisions under which all eligible employees must be members of the union are found in agreements covering 77 mines and 9,376 workers, which is 41 per cent of the total number of workers under agreement in the industry. These mines include all those under agreement in Saskatchewan, Alberta and British Columbia as well as three mines in Nova Scotia and one in New Brunswick. The remaining 59 per cent of all workers under agreement in Canada, are covered by agreements in which there is no obligation on workers to be members of a union; this includes the great majority of workers under agreement in Nova Scotia and New Brunswick. No agreements provide for the closed shop, that is, there is no obligation on employers when hiring new employees to choose union members. There is no provision in any agreement as to preference to union members as such when hiring new employees.

Check-off: Every agreement in this industry has provision for the check-off by which the employer agrees to deduct union dues and assessments from wages of certain employees and turn them over to the union. In those agreements providing for union shop, the check-off is obligatory on all employees who are eligible for membership; in those agreements without compulsory union membership it is obligatory on union members only.

An example of a clause with union shop and compulsory check-off is:

All men who work in and around the mines who are eligible to become members of the

United Mine Workers of America shall join that organization and agree to sign the check-off for all dues, assessments and fines, and the managements of the mines agree to make deductions for the same without charge, from the pay due to the members of the United Mine Workers of America, and to forward deductions made to the acting secretary of the District, or such other person as that official may designate.

An example of a clause with no compulsory union membership but with the check-off is:

The Company agrees to check-off all dues, fines and initiation fees from all members of the United Mine Workers of America employed in and around the collieries. The Company also agrees to check-off for assessments or levies for strictly U.M.W. purposes. Authority to make such deductions shall be given to the Company by the president and secretary of District No. 26, United Mine Workers of America, such authorities to state the purpose for which the assessment or levy is to be made.

Under all the United Mine Workers of America agreements, the maximum amount of the check-off in any one month may never exceed \$5.

The maximum amount to be deducted for U.M.W. purposes in any one month shall not exceed five dollars.

A number of the Alberta and British Columbia agreements have a further restriction on the amount which may be levied by local unions.

All amounts over one dollar and a half (\$1.50) per month shall be approved by the District organization, and in the case of fines the nature and amount thereof shall be specified and approved.

UNION STATUS IN HIRING

No agreements have provisions for preference to union members in hiring. On the contrary, the management retains exclusive rights as to hiring in almost all of the agreements.

The right to hire and discharge, the management of the mine, and the direction of the working forces are vested exclusively in the Company.

This right of the employers as to hiring and discharging is qualified by prohibiting discrimination against employees because of their union connections, under almost all the agreements. An example from one of the Nova Scotia agreements covering employment is as follows:

No member of the United Mine Workers of America shall be denied employment, except for sufficient cause, other than personal prejudice or activity in matters affecting the United Mine Workers of America, and when an applicant for work is denied employment and it is claimed by him an injustice has been done, investigation shall be conducted by

the tribunals and in the manner set forth in Section 4 for the adjustment of grievances and shall be taken up promptly. If it is proved an injustice has been done, the mine management shall give employment to said applicant. The reasons assigned for not employing said applicant shall be set forth during the investigation.

It is understood and agreed that the taking up and investigation of such refused applications will take precedence over all other cases except shutdowns. It is further understood and agreed that no list shall be kept for the purpose of regulating the employment of applicants in violation of this contract.

The above provisions of this section shall not apply to a man who is a menace to the safety of the lives of himself or other employees. Neither shall the above provisions apply to an applicant who is incompetent to perform the required labour nor to men who habitually neglect their work. It is understood and agreed that there may be other justifiable causes for the refusal of employment. It is further understood and agreed that no man shall be considered as coming under the provisions of the above paragraphs who, when making application for work, is at the time employed elsewhere or who has an application for work pending at another mine.

It is understood and agreed that the Company shall select its day and monthly men, based upon their qualifications and fitness for the work to be performed, provided, however, an applicant claiming he has been discriminated against shall have the right of appeal as provided for in paragraph (g)* of this section, and a hearing and final disposition of said appeal shall be made in conformity with paragraphs (g)* and (h)* of this section. . . .

An example of the prohibition of discrimination on account of union connections in case of discharges, from the same agreement is:

. . . . no man shall be discharged except for sufficient cause, other than personal prejudice or activity in matters relating to the United Mine Workers of America.

The agreements which the United Mine Workers of America have with New Brunswick coal operators extend the "no discrimination" clause to cover discrimination by the unions against non-members.

employees into its membership. . . .

RE-EMPLOYMENT OF UNION OFFICERS

The agreements of the United Mine Workers of America in Nova Scotia, Alberta and British Columbia have a guarantee that employees who leave their employment with the company to accept full time positions as union officers will be re-employed by the Company at the conclusion of their term of office. In

* (g) and (h) are the two preceding paragraphs.

There shall be no discrimination, interference, restraint or coercion by the Company or any of its agents against any worker because of membership in the union, and the union agrees not to intimidate or coerce

the Alberta and two of the British Columbia agreements this privilege is for mines where this practice existed at the time the agreement was made, and it concerns local union officers. In the other agreements with this provision there is no such limitation of the privilege.

The Company agrees that all men leaving their employment to accept elected or appointed positions with the United Mine Workers of America, will at the expiration of their official duties be given employment at the mine.

UNION RESPONSIBILITY

Most of the Nova Scotia and New Brunswick agreements include a clause by which both the union and the operators guarantee the carrying out of the terms of the agreement.

Obligations:

... That the fulfilment of this agreement and that of any subsequent joint agreements entered into, be guaranteed by the International Union, the officers of District No. 26, U.M.W. of A. and the operators; and it is their duty to see that all such agreements are carried out both in the letter and in the spirit.

In the Alberta and British Columbia agreements, the union undertakes that they will not interfere with the marketing of coal.

It is agreed that District No. 18, U.M.W. of A. will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

PREFERENCE IN HIRING

As stated above under "Union Status in Hiring" no agreements have provision for preference to union members in hiring, but applicants for employment are protected from discrimination because of their union connections and also because of personal prejudice, under almost all agreements.

Under some of the Alberta agreements and one of the British Columbia agreements, preference in employment is to be given to sons of employees.

Employees' sons shall be given preference over other new men. This preference is in all cases subject to the ability and competency of the employee to perform the work required which shall be decided by the management, with the proviso that the employee shall have a right of appeal where the employee feels that such decision has been made fraudulently, wilfully or otherwise from improper motives.

Two of the above agreements extend this preference to local residents as well.

Employees' sons and residents shall be given preference of employment over other new men.

Men partially disabled as a result of accidents in the mine area are to be given preference of employment, according to the agreements in Alberta and British Columbia.

Men having permanent partial disability or partial disability received in and around the mine, shall be given preference in the class of work they can perform, over other workmen out of employment in the camp. This clause takes precedence over the seniority clause in the agreement. The competency of the applicant to perform the labour in question shall be decided by the mine manager or overman whose decision shall be final.

The question of rehiring former employees is dealt with under "Seniority".

Seniority

Seniority provisions under which certain preferences are given based on length of service, are found in the agreements for all Alberta and British Columbia mines, but only for five mines out of 29 in Nova Scotia and two out of 9 in Saskatchewan.

LAY-OFFS AND REHIRING

Almost all the agreements with seniority provisions have one or the other of the following two types of clauses.

An example of one is:

In case of a lay-off or in the taking on of men, the seniority or term of service of employees shall be considered, and the employee with the longest continual term of service with the mine shall be given preference within the classification wherein he is employed.

An example of the other is:

In case an employee is thrown out of employment unless discharged, he shall be given preference over new men in other mines in the same camp operated by the same company. . . . Seniority rights to prevail in all cases; seniority to start from date of last employment. The foregoing understanding shall be subject in all cases to the ability of the employees to do the work required.

PROMOTIONS

More than half of the workers covered by agreement in Alberta and British Columbia have an additional seniority feature granting preference in the type of work to employees.

The Company agrees to give company men having miner's certificates preference over new men as miners. However, such company men shall allow the management a reasonable time to secure the men for their positions. All outside workers shall be given preference over new men seeking employment underground. . . . Seniority rights to prevail in all cases; seniority to start from date of last employment. The foregoing understanding shall be subject in all cases to the ability of the employees to do the work required.

Hours

The regulation of hours of work for employees of coal mines is to a large extent covered by provincial legislation: In Nova Scotia and New Brunswick any employee working underground is not to be employed at his working place below ground in a mine for more than 8 hours per day; the hours for surface workers are not governed by legislation in these two provinces. In Saskatchewan, underground workers are limited to 8 per day at the regular working place, exclusive of the time taken in going to and from the said place and lunch time; surface workers are also limited to 8 hours per day; for both underground and surface workers this limit may be exceeded by mutual consent. In Alberta, an underground worker is not to be allowed to be below ground for the purpose of his work or of going to and from his work for more than 8 hours a day; workers above ground are also limited to 8 hours per day with a 48 hour week. In British Columbia, no person is to remain underground for purpose of employment for more than 8 hours from "bank to bank"; surface workers are also limited to 8 hours per day; weekly hours for industries in British Columbia including mining are limited to 44 per week by the Hours of Work Act.

Because of the above legislation the question of hours is dealt with only in some of the agreements, apparently to supplement the legislation. Most of the Nova Scotia and New Brunswick agreements fix the exact hour of commencing and ending work for both underground and surface workers. The following is from a Nova Scotia agreement:

The collieries will commence to hoist coal at 7 a.m., at which time the men must be in the mine. The day's work will cease at 3 o'clock, when all arrangements will be available for conveying men to the surface. The surface men around the bankhead and screens, associated with the handling of coal, are to be on duty between the hours of 7 a.m. and 3 p.m. and for a short time after, if necessary, for the purpose of attending to such duties as will facilitate their own work, such time not to exceed a half hour. The standard of other surface labour around the collieries to be from 7 a.m. to 3.30 p.m. with half an hour for dinner, and for such time thereafter as may be necessary to facilitate the work of the next shift or day, such time not to exceed one half hour. Where continuous attendance is required, the shifts will be eight hours, both surface and underground.

One of the New Brunswick agreements with reference to underground workers has the following provisions as to hours:

The collieries will commence to hoist coal at 7 a.m., at which time the men must be in the mine. The day's work will cease at 4 o'clock. . . . The working time will be

8 hours at the working face with the shift finishing at 4 p.m. This allows for time taken to get to working place and one-half hour for lunch.

This same agreement with reference to surface workers contains the following provision:

The surface men around the bankhead and screens and at-shaft, associated with the handling of coal, are to be on duty between the hours of 7 a.m. and 4 p.m. with half an hour for dinner, and for such time thereafter as may be necessary to facilitate the work of the next shift or day.

Agreements for three of the smaller mining companies in New Brunswick definitely provide for a 9-hour day for surface men.

The question of single shifts or continuous shifts is not specifically dealt with in the Nova Scotia, New Brunswick and Saskatchewan agreements. The majority of the Nova Scotia and New Brunswick agreements, however, mention the work day as beginning at 7 a.m. or 8 a.m., and ending at 3 p.m. or 4 p.m., with a further proviso in most of them that where continuous attendance is required the shifts will be 8 hours both surface and underground. One New Brunswick agreement states that the cycle of operations is continuous. Agreements for all Alberta mines and about half of the British Columbia mines under agreement state that the single shift system in rooms and pillars is to be adhered to as far as practicable.

Overtime

In Nova Scotia the agreements show considerable variation in their provisions for overtime work and work on Sundays and holidays. Mines employing 11,000 workers have agreements which provide for certain skilled tradesmen time and one half for overtime work and double time for Sundays; for some of these, double time is payable for work on legal holidays, while in others work on legal holidays is at regular rates. An example of the latter case is:

Surface—

Mechanics, blacksmiths, boilermakers, carpenters and electricians will be paid time and one half for overtime and double time for Sundays. On legal holidays straight time will be paid to the above mentioned classes for work performed during regular shift and time and one half for overtime, the same as on a regular working day.

Surface workers other than these tradesmen are not mentioned in connection with overtime. For underground workers, only rope splicers are mentioned as being paid higher rates for overtime. Other than these, underground workers have no higher overtime rates on regular working days nor on holidays. One

Nova Scotia agreement provides for time and one-half for Sunday work underground.

Underground employees working overtime will only be paid for the actual time worked except on Sundays, when they will be paid time and one half for the entire time worked Rope splicers who work less than four hours overtime will be paid a half shift and if over four hours will be paid a full shift. Men employed on legal holidays will only be paid for the actual time worked.

Another Nova Scotia agreement has only the following reference to overtime:

It is mutually agreed that during the life of this contract, no change will be made in the special privileges enjoyed by the employees of—, in the matters of overtime, double time for Sundays and the holidays of New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. . . .

Agreements covering three of the smaller mines in Nova Scotia have this provision:

Overtime payments: It is agreed that datal hands working 15 minutes or under shall be paid half hour, over 15 minutes one hour.

None of the New Brunswick agreements has any reference to overtime nor to work on Sundays or holidays.

In Saskatchewan, all agreements have provision for time and one half for overtime work. One agreement does not mention Sunday work but states that work on statutory holidays will be paid as authorized by orders of the National War Labour Board. The agreement covering all other mines under agreement provides that all overtime for datal workers and contract workers be paid at time and one half and rate and one half respectively for all work in excess of the normal working hours; similarly work on Sundays and holidays is payable at time and one half for datal workers or rate and one half for contract workers. For overtime work, up to 30 minutes is allowed at straight time for cleaning up coal which may be in transit.

In Alberta and British Columbia many of the agreements now in effect were originally made in 1938. The conditions as to overtime for all mines under agreement in these two provinces were changed by a Finding and Direction of the National War Labour Board, dated July 2, 1943, providing for the payment of time and one half for overtime work to surface (outside) workers, and for time and one half (rate and one half for contract workers) for all employees for work on Sundays and holidays. For most of the agreements these new conditions were not incorporated into the existing agreements by amendments.

In one case where this was done, the new clause reads:

The Company agrees to eliminate overtime and Sunday work as far as possible. In accordance with the National War Labour Board finding, Case file N. 700 of July 2, 1943, with effect from the first payroll period beginning after July 2, 1943, the companies will pay to their outside workers covered by agreements with District 18, United Mine Workers of America, the rate of time and one half for time required to be worked in excess of the normal working hours per day, and pay to such employees, and to all other datal workers and to those employees engaged on contract rates, at the rate of time and one half and rate and one half respectively for all work required to be performed on Sundays, and holidays as specified in collective agreements, except that where employees are allowed a regularly assigned seventh day off duty other than Sunday, the time and one half pay condition shall only apply when such employees are required to work on their regularly assigned seventh day off duty.

As to the days which are to be observed as holidays, some agreements refer to "legal holidays", others list seven or eight such days. In nearly all the Alberta and British Columbia agreements, eleven holidays are listed.

Vacations

In the Nova Scotia agreements made effective since the beginning of 1945, there is a clause providing that vacations shall be granted in accordance with the Supplementary Findings and Directions of the National War Labour Board of January 20, 1944, and October 12, 1945. The Nova Scotia agreements made earlier and all the New Brunswick agreements do not include any reference to vacations.

The first of these Supplementary Findings and Directions sets forth the conditions under which one week's vacation with pay for the employees of the companies concerned who have had one year's service, is to be granted. The second Supplementary Finding and Direction, which was dated October 12, 1945, directs the companies concerned (whose agreements affect 12,000 employees) to set aside as a fund on behalf of their workers covered by the application, 33 cents per ton of coal sold between August 15, 1945, and January 31, 1947. (This 33 cents is the increase in price authorized by the Wartime Prices and Trade Board for this purpose). This fund is to be used for additional compensation to the workers and for the payment of wages for a second week's vacation with pay in 1945 and 1946. These provisions for vacations with pay of two weeks for workers with at least one year's service were subsequently extended by Findings and Directions of the National War

Labour Board to apply to all coal mines in Nova Scotia and New Brunswick.

For Alberta and British Columbia coal mines, a Royal Commission, under the chairmanship of Mr. Justice G. B. O'Connor, inquired into wage rates and relevant matters and was subsequently given the powers of a Regional War Labour Board under the provisions of the Wartime Wages Control Order. This commission then issued a Finding and Direction, dated November 18, 1943, directing that any person employed in the operation of coal mines in these two provinces be granted a two weeks' vacation with pay at the basic daily wage rate, between April 1 and September 30, if he has been employed by one employer for at least twelve consecutive months and has not been absent from employment for more than 90 days (including Sundays, holidays and vacation) during such twelve month period, except through causes beyond his control.

Some time after the above Finding and Direction was issued, the United Mine Workers of America made agreements with the Western Canada Bituminous Coal Operators Association and certain other coal operators which were supplementary to their existing agreements and which implemented this Finding and Direction by establishing a working procedure. These supplementary agreements provide: that vacation be granted on the basis of one day for 23 days worked in any calendar month (22 days in February) for employees who have been employed by the company for 12 consecutive months, that the basic period be twelve months ending March 31 in any year; rates of vacation pay are the normal daily rate for the worker's classification, less the cost of living bonus, and for contract miners a daily rate is set; causes of absence considered to be beyond the control of the employee are set out; preference of taking vacation during any specific period is to be given in the order applications are received by arrangement with the colliery manager; vacation may be accumulated for a two year period if the employee so desires.

Wages

Agreements include detailed wage schedules for each company or in some cases each mine. The scales for surface or outside workers are usually scales of daily wage rates for each occupational classification. For certain underground classes daily rates are set, but most of the underground workers who are classed as miners work on contract rates which are also set by the agreements at rates per ton, per lineal yard, per set for timbering, per car for loading rock and refuse, etc. The wage rates

in many of the existing agreements have been increased by various Findings and Directions of the National War Labour Board. The average wage rates and ranges of rates for certain classes of daily paid workers in this industry as well as the average earnings and ranges of earnings for contract miners, by provinces, are given in "Wage Rates and Hours of Labour in Canada, 1944, Report No. 27", issued as a supplement to the LABOUR GAZETTE, October, 1946. These are the rates in 1944. Preliminary information for 1945 indicates that the changes as compared with 1944 will be slight. Since nearly all of the eligible employees in this industry are covered by agreement, it may therefore be assumed that the wage rates in the 1944 wage report are very close to the rates provided in the existing agreements as modified by Findings and Directions of the National War Labour Board, with the exception of rates in Nova Scotia which (for the great majority of the mines) were increased by 17 cents per day early in 1946, with retroactive pay back to February 1, 1945.

In addition to the scale of daily wage rates and contract rates, the agreements contain certain other conditions relating to wages.

Almost all the Alberta and British Columbia agreements specifically prohibit sub-contracting.

In most of the Nova Scotia, Alberta and British Columbia agreements, a daily wage rate is set for contract miners who are taken from this work to do company work. (Many of these same agreements state as part of the clause in which the Company retains the right to the direction of the working forces, that it is not the intention of this clause that miners working under contract will be taken from their working place indefinitely to perform company work.)

When a miner is taken to do Company work, he shall be paid the base rate of seven dollars and fifty-five cents (\$7.55) per shift.

When new work arises a price for which has not been fixed, the Alberta and British Columbia agreements have provision for fixing such prices and for the rates to be paid pending such decision.

Whenever any new work arises a price for which has not been provided, either party may ask a price on this work, and in fixing a price for this work both parties will be guided by existing prices and the effect on the earnings of the men. In case of dispute, the matter to be decided in a similar manner to the "Settlement of Local and General Disputes" clause of this agreement. Meantime, if the work is continued until such price has been arranged all men shall be paid on the day wage scale.

Whenever any new system is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the Company or employee may ask for a price to be fixed on the work as "New Work" as for example, a change from "long wall" to "pillar and stall", or vice versa, shall be considered "New Work".

The corresponding clause in the Nova Scotia agreements read:

When the development of a new mine is begun during the period of this agreement, or new machinery is installed, or new methods of handling the product are adopted, then the scale of wages covering the labour at such new mines under such changed conditions will be the same as in other mines in the neighbourhood where similar conditions exist. Where no similar conditions exist, a scale of wages and conditions will be made by the district executive and the representatives of the company.

For contract miners, special arrangements are made in the Nova Scotia, Alberta and British Columbia agreements to compensate such miners should their working place become deficient.

When a miner's working place becomes deficient owing to any abnormal conditions, or where coal in any district becomes too hard, preventing him from earning the minimum wage of \$6.78 per shift, the Company shall pay him a sufficient amount to secure him the said minimum provided he has done a fair day's work.

Similarly, most of the Nova Scotia and New Brunswick agreements have a clause protecting contract miners who are prevented from earning their contract pay because of a fall of rock.

When a fall occurs in any working place, and which prevents the miner or miners from working at the face, the official in charge of the section, on being notified by the workmen, will immediately make arrangements to have the same cleared up, providing he deems it advisable to do so. This work, when done by the miner, to be paid at the rate of \$6.05 per shift.

Extra compensation is granted to men working in wet places, under the Alberta and British Columbia agreements.

A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing or where standing water is over $4\frac{1}{2}$ inches average depth shall be considered a wet place. The rate for wet places shall be 50 cents per day extra for all inside men.

The method of payment of wages is mentioned in Alberta and British Columbia agreements as being in accordance with the Coal Mines Regulation Acts of these provinces.

Working Conditions

STANDARDS OF PRODUCTION

Almost all the agreements have provisions insuring that miners will produce coal as free as possible from impurities. The Alberta agreements and one or two of the agreements in British Columbia, in Nova Scotia and in New Brunswick specify varying penalties for non-compliance with this regulation.

The miners are to deliver their coal as free from rock and other impurities as is practicable, and in case of a miner failing to do so, he shall be warned for the first offence, and for continued cases may be discharged.

The great majority of Nova Scotia and New Brunswick agreements do not specify any penalty for this offence.

The ability of the Company to sell coal and to pay wages being recognized as largely dependent upon the coal being clean and marketable, it is mutually agreed and understood that the miners will produce their coal in such manner as not to increase the percentage of fine coal, either by carelessness or the use of unnecessarily large quantities of powder and will load coal free as possible from all impurities.

CHECKWEIGHMEN AND CHECKMEASURERS

The right of the contract miners to employ checkweighmen and checkmeasurers to check the amount of coal loaded by them (on which their earnings are calculated) is granted under the terms of almost all the agreements for Nova Scotia, Alberta and British Columbia mines. In all cases the Companies agree to deduct from the earnings of the contract miners the amounts required to pay such checkweighmen and checkmeasurers.

The Company will grant the right to the miners to employ checkweighers and checkmeasurers, and will grant the said checkweighers or checkmeasurers every facility, including weigh sheets free of charge to enable them to render a correct account of all coal checked or weighed and will allow the cars to be tared from time to time, the machinery to be properly tested from time to time, and will deduct from the wages of all contract miners such amount as may be designated from time to time, and will pay over the sum to the checkweigher or checkweighers or checkmeasurer or checkmeasurers.

Since these checkweighmen and checkmeasurers are apparently employees of the mine when they are offered these positions, arrangements are made in most of the agreements under which they are to be guaranteed their re-employment by the company when they discontinue their work as checkweighmen or checkmeasurers.

The Alberta agreements guarantee this insofar as the practice existed at the time the agreement was made, while the Nova Scotia agreements grant this in all cases.

TOOLS, SUPPLIES, LAMPS

In the agreements in eastern Canada no arrangements are included for the purchase of tools or explosives by miners. Under nearly all the Alberta agreements and one in British Columbia, contract miners are to purchase their tools from the company.

Tools to be sold to contract miners by Company, and if returned to the Company, shall be accepted by Company at 10 per cent reduction off original cost. All tools broken or damaged to be paid for by miners. Company men to be supplied with free tools.

The majority of the miners in British Columbia and a small number in Alberta are covered by agreements under which the Company supplies the tools.

The Company will supply picks and shovels and make repairs and replacements to same with the understanding that the tools are not abused. In the case of proven neglect the men will pay for damage or loss. . . .

The Alberta and British Columbia agreements govern the sale of explosive supplies to miners.

Where explosive supplies are being sold to the miners, they shall be furnished at cost price, which shall include handling, transportation and insurance. In the event of a dispute arising over the price of powder, the men shall have the right to examine the invoices.

Arrangement is made by almost all the agreements in Alberta and British Columbia by which the company undertakes to deliver an adequate supply of suitable timber, rails, ties, planks and sheet iron to specified convenient places in the mines.

Similar arrangements are made in a number of the agreements in these two provinces, whereby all cars are to be delivered to and taken from the working face.

Under agreements covering some of the employees in Alberta and British Columbia, it is provided that where mine operators furnish electric safety lamps, a charge (usually of 5 cents per shift) may be deducted from employees' pay.

WORKING PARTNERS

Most of the Alberta and British Columbia agreements contain a clause similar to the following, although some omit the qualification "from men already registered...."

Contract miners may, with the consent of the management choose their own working partners from men already registered as employees of the company in the same classification.

ACCIDENTAL DEATHS AND FUNERALS

The agreements in Nova Scotia, Alberta and British Columbia have provision under which a mine may be closed for the rest of the day

in the event of an instantaneous death by an accident at the mine, for the resumption of work the next day and for the closing of the mine on the day of the funeral. Under the Nova Scotia agreements, however, the mine may work on the day of the funeral, if the operator so elects, and contributions will be made by both parties for the benefit of the family of the deceased man, as in the following clause:

In the event of an instantaneous death by accident in the mine, the employees in and around that mine shall have the privilege of discontinuing work for the remainder of that day only. Work, at the option of the operator, shall be resumed the day following and continue thereafter.

In case the operator elects to work the mine on the day of the funeral of the deceased, as above, or where death has resulted from an accident in the mine, individual employees may, at their option, absent themselves from work for the purpose of attending such funeral, but not otherwise. In such case, every member of the United Mine Workers of America employed at the mine at which the deceased member was employed shall contribute fifty cents (50c) and the operator fifty dollars (\$50) for the benefit of the family of the deceased or his legal representatives, these moneys to be collected through the office of the Company.

DIVISION OF WORK

Almost all agreements have some provision under which work is divided among the employees when there is not sufficient work for full employment. In Nova Scotia and New Brunswick agreements, this is a guarantee that when any section of a mine is shut down indefinitely "the opportunity of a division of the work will be given to each and every man thrown out of employment", the method to be agreed upon. In Alberta and British Columbia almost all agreements provide that the operators will as far as possible supply each miner with an equal turn of cars, and in addition, agreements covering about one third of the employees under agreement in Alberta and all in British Columbia have a clause in which the companies agree insofar as reasonably practicable to an equal division of work in their respective mines. One British Columbia agreement allows the pit committee to check the company records for this purpose.

The Companies agree to equalization of work as far as practicable, and to permit the pit committee to check up the companies' records to insure all workmen receiving their correct share of work. This will apply in all cases where the workman is able and competent to do the work required.

WASH HOUSES

The Alberta and British Columbia agreements provide that the companies may charge approximately \$1 per month for the use of

the wash house; miners' effects left there are insured against loss by fire in most cases.

HOUSE RENTS, LIGHTING, HOUSE COAL,

COMPANY STORES

A few of the Alberta agreements mention rents which may be charged for company owned houses, some of which are rented at approximately \$10 per month. The charge for house lighting is mentioned in some of these same agreements.

The prices which the companies may charge their employees for household coal are governed by the majority of agreements in Nova Scotia, Alberta and British Columbia, the prices specified varying from \$2 to \$5 per ton.

With reference to company stores, the Alberta agreements and one in British Columbia specifically state that employees are at liberty to purchase goods wherever they may choose to do so.

SAFETY AND HEALTH

Provisions for safety and accident prevention are covered by provincial legislation and are not, therefore, generally a subject covered by agreements. Only three agreements (all in New Brunswick) have any special reference to safety precautions.

It should be the duty of all employees who observe any dangerous condition, or anything which might be liable to cause breakdowns, delays or damage to equipment in or about the mine, to report immediately to officials in charge in the interests of safety.

The Alberta and some of the British Columbia agreements mention that doctors and hospital arrangements are to be as provided by the Workmen's Compensation Act of Alberta or British Columbia, respectively.

One of the fire bosses' agreements affecting about 100 fire bosses in certain Alberta and British Columbia mines has provision for sick leave with pay up to 14 days in a year.

ABSENTEEISM

Almost every agreement, both in eastern and western Canada, has some provision regulating absenteeism. There is some variation as to the penalties which may be imposed. One example from a Nova Scotia agreement is as follows:

When an employee absents himself from his work for a period of two (2) days without the consent of the Company, other than because of proven sickness, he may be penalized for the first offence by suspension from work for a period not to exceed four (4) days of mining operation if same does not exceed fifteen (15) days calendar time, and for a second offence he may be penalized by suspension from work for a period not to exceed six (6) days of mining operation if same does not exceed thirty (30) days calendar time, and for a

third offence he may be discharged. In the case of an absence for a period in excess of one (1) month, other than because of an accident or proven sickness, the employee shall be considered discharged.

Another example, from a British Columbia agreement, is:

When an employee absents himself from his work for a period of more than two (2) consecutive days, unless through sickness or by first having properly arranged with the pit boss or foreman and obtained his consent, he may be discharged. All employees whose absence from work would cause any stoppage must, before absenting themselves, properly arrange with or notify the pit boss or foreman for their absence, otherwise they may be discharged. Any employee who habitually, to the extent of five (5) days per month, absents himself from work may be discharged. To enable idle men to obtain work available, working employees shall, if possible, arrange with the management when they contemplate a lay off.

Adjustment of Disputes

STRIKES AND LOCKOUTS

Except for a very small number of the smaller mines, all agreements in both eastern and western Canada provide that while disputes are being investigated and settled work is to continue, pending final decision.

It is distinctly understood and agreed that in case of all disputes and grievances of every nature arising under this contract, the mines shall continue to work, pending settlement.

Most of the Nova Scotia and New Brunswick agreements provide, in addition, that grievances are not to be considered while a strike or lockout is in progress.

Under no circumstances shall a grievance be taken up for adjustment during a suspension of work in violation of this contract.

Practically all agreements in the industry have provision for the maintenance of the mine property in case of suspension of work for any cause. In the agreements in Alberta and British Columbia, only engineers, firemen and pumpmen are mentioned, while in Nova Scotia and New Brunswick, other maintenance men are included. The following example is from a New Brunswick agreement:

In case of either local or general suspension of mining, either at the expiration of this contract, or otherwise, the engineers, firemen, pumpmen, fanmen, and such other maintenance men necessary to protect the mines shall not suspend work except at the option of the operator, but shall fully protect all the Company's property under their care and operate fans and pumps and lower and hoist such men or supplies as may be required to protect the Company's property and any and all coal necessary to keep up steam at the Company's coal plants. But, it is understood and agreed that the operator will not ask them to hoist any coal produced by non-union labour for

sale in the market. The operator, at his option, to retain only such engineers, firemen, pumpmen, fanmen, and such other maintenance men necessary to protect the mines as are required, but with the understanding that all of the engineers, firemen, pumpmen, fanmen and such other maintenance men shall be those regularly engaged at maintenance work, the operator will not employ officials on continuous service positions.

Should the interest of the engineers, firemen, pumpmen and such other maintenance men necessary to protect the mine be directly involved in any issue at the expiration of this contract, and any engineers, firemen, and pumpmen and such other maintenance men necessary to protect the mines cease work, the United Mine Workers of America will provide competent men to perform the emergency work above recited at the scale price in effect at the time of the suspensions, subject to any subsequent settlement.

PIT COMMITTEE

The pit committee (sometimes called mine committee) is a feature of agreements covering all except a few of the small mines. The duties of this committee are in all cases confined to the settlement of disputes. The pit committee consists of three men at each mine, two of whom must be present employees.

The pit committee shall be a committee of three (3) in each mine or other plant covered by this agreement, selected by the employees working at such mine or other plant from among their own number, except that one (1) member may be a checkweighman or an officer of the local union, not necessarily an employee, but he must previously have been selected as checkweighman or officer from amongst the employees of such mine or plant. Due notice of such selection, properly certified in writing shall be given to the Company.

Where more than one mine is included in a local union the preceding paragraph shall be interpreted to mean that the secretary of the local union may act on the pit committee provided, however, that he must previously have been selected as secretary from amongst the employees of one of the mines over which the local union has jurisdiction.

It is understood and agreed that at all times two members of the pit committee shall be employees of the mine concerned.

The duties of the pit committee shall be confined to the settlement of disputes as set out in the preceding clause covering "Settlement of Local and General Disputes" and they shall under no circumstances go around the mines unless by permission of the management in the discharge of their duties.

DISCHARGES

Any claim that an employee has been unjustly discharged is to be dealt with according to the method of handling all grievances provided in the agreement concerned. This is provided in every agreement (except one in which the question of discharges is not mentioned). Under all the Nova Scotia agree-

ments any employee found by this means to have been unjustly discharged will be reinstated and paid for the full time lost.

If any employee shall be discharged or suspended by the management and it is claimed that an injustice has been done him, an investigation to be conducted by the parties in the manner set forth in Section 4*, shall be taken up promptly; and if it is proved an injustice has been done, the management shall reinstate said employee and pay him full compensation for the time he has been suspended and out of employment.

If, at the end of five days, following the discharge of an employee who claims an injustice has been done him, an investigation has not been completed and a final decision reached, then such discharged employee shall be given employment pending the final disposition of the case. . . .

The New Brunswick agreements simply state that any employee found to have been unjustly discharged will be reinstated. One Saskatchewan agreement makes no special regulation on this point except that cases of discharge are subject to the regular grievance procedure. Agreements for the other mines in Saskatchewan and all agreements in Alberta and British Columbia state that the compensation of an employee so reinstated is to be decided by the joint committee.

If a claim be made within five (5) days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this Article*, and if it is proven that he or they has or have been unjustly dealt with, he or they shall be reinstated. If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee as provided for in Sub-Section (c)* to decide what amount (if any) is to be paid.

GRIEVANCE PROCEDURE AND ARBITRATION

All agreements include a method of settling disputes arising under the agreement, and except for agreements covering three or four of the smaller mines, arrangements are included for final reference to arbitration should the first steps fail.

In certain Nova Scotia agreements which cover over half of the total number of employees affected by agreements in Canada, the procedure includes reference to a joint board of adjustment if a dispute is not settled by the first methods tried.

When any grievance or grievances shall arise between the Mine Manager and the miners or mine labourers and they fail to reach an agreement, the miners or mine labourers shall refer the grievance or grievances to the Mine Committee, and should the Mine Committee fail to reach an agreement with the Mine Manager then the Mine Committee, with a representative or representatives of the District Executive, shall carry the grievance or grievances to the Local

*The clause in this agreement dealing with method of settling disputes.

Superintendent. Should they still fail to reach an agreement, the grievance or grievances shall be referred to the General Superintendent and the District Executive. It is agreed that the time allowed for the settlement of disputes through the foregoing procedure shall not exceed 30 days. Should, however, any strike, lockout or other cessation of work arise through a grievance such period of strike, lockout or cessation of work shall not be considered as part of the 30-day period referred to immediately above.

Joint Board of Adjustment. Should the above method of settling disputes end in failure, the grievance or grievances shall be referred to the Joint Board of Adjustment as set up and agreed to at the Joint Labour Conference held in Halifax on December 12, 1940, under the chairmanship of the Hon. L. D. Currie, Minister of Mines and Labour for the Province of Nova Scotia.

According to the recommendations made at the above meeting this Board shall be composed of one member appointed by the Company from the Management of one of the Companies operating in District No. 26, United Mine Workers of America, and a representative appointed by and from the District Executive Board of District No. 26, United Mine Workers of America, and a Chairman selected by the two aforesaid members. If the two representatives of the Management and the Union fail to agree upon a Chairman, the Chairman shall be named by the Minister of Labour of Canada.

The Chairman and members of the Board shall serve for the term of this agreement. The Board shall render its decision in any case within 15 days after its submission to the Board. If the majority of the Board agree, their decision shall be final. In case of disagreement, the decision of the Chairman shall be the decision of the Board and shall be equally final and binding on the respective parties.

The Board shall have power to consider, deal with, or examine all disputes or grievances existing or which may hereafter exist between any operator and the union in District 26, United Mine Workers of America, provided that this power shall not extend so as to authorize the Board to consider, deal with or examine any dispute or question involving rates of pay, working conditions, or other matters being subject of an agreement between the operator and the union. Provided, however, that this power shall extend to grievances arising as a result of abnormal conditions.

Certain other Nova Scotia agreements have provision for the selection of an umpire instead of board of adjustment, the decision of this umpire to be final. In one case if the parties cannot agree on an umpire they will request the Chief Justice of the Supreme Court of Nova Scotia to name one.

Of the New Brunswick agreements, one has provision for a joint board of adjustment, one for reference to the federal Department of Labour, and three for the appointment of an umpire. The chairman of the board of adjustment in one agreement and the umpire in two other agreements, are to be chosen by the

Chief Justice of the Supreme Court of New Brunswick if the parties fail to agree on a choice.

The agreements in Saskatchewan, Alberta and British Columbia generally follow two patterns. For those which are made between individual companies and the union, they are similar to the following:

In case any dispute or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the companies or any person or persons employed or by the men as a whole, then the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavour, by personal application, or with the Secretary or workmen's agent, to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

In case any local dispute arises in any mine and the failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and the Mine Superintendent or the Mine Manager shall endeavour to settle the matter and if they agree, their decision shall be final.

In the event of the failure of the Pit Committee and the mine management to settle any dispute so referred to them, the matter in dispute shall be referred to the mine management and one or more District Officers of the U.M.W. of A., District 18, who shall endeavour to settle the dispute as speedily as possible. In the event of their failure to agree, they shall endeavour to select an independent chairman, and failing to agree upon an independent chairman shall ask the Minister of Labour to select such chairman, whose decision shall be final and binding on both parties.

The two agreements in Alberta and British Columbia made between associations of employers and the union have procedures similar to each other. The following extract is from the agreement of the Western Canada Bituminous Coal Operators' Association.

In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company, or by any person or persons employed, or by the men as a whole, then the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavour by personal application to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

In case where a workman is making personal application as referred to above, and wishes to be accompanied by one member of the Pit Committee or by a member of the Local Executive, he shall be permitted to do so.

In case of any local dispute arising in any mine and failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavour to settle the matter, and if they agree, their decision shall be final.

In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Commissioner of The Western Canada Bituminous Coal Operators' Association and the President of District 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any

event later than fourteen (14) days, with a joint Committee of six (6) composed of the Commissioner of the Association, the General Manager or General Superintendent of the mine where the dispute arose and another appointed by him, the President of District 18, the President or Secretary of the Local where the dispute arose and one other District officer. If they agree, their decision shall be binding on both parties. In the event of the failure to agree, they shall endeavour to select an Independent Chairman, and failing to agree upon one, the Commissioner of the Association and the President of the District shall ask the Federal Minister of Labour to appoint such Chairman. The decision of the Committee thus constituted shall be binding on both parties.

Appendix

Since the completion of the above study, new agreements have been made between the Western Canada Bituminous Coal Operators' Association and District 18 of the United Mine Workers of America and between the Domestic Coal Operators' Association and the same union, which together affect nearly all the coal miners in Alberta and the Crow's Nest Pass district of British Columbia, for the period October 1, 1946 to March 31, 1948, during which period no notice of termination is to be given or accepted by either party.

The new agreements are similar to those previously in effect for these mines with the following changes:

The new agreements provide for the creation of a joint Commission to be known as the Mechanized Mining Commission, which shall consist of six representatives of District 18 of the union and six representatives of the employers (two appointed by each of the above-mentioned associations and one each by operators in British Columbia and Saskatchewan respectively). This joint commission is to meet to organize within 60 days after the signing of the agreements and its duty is "to make a joint study of the problems arising from mechanization of coal production by the use of conveyors, mobile loading machines and such other mechanical equipment as may be introduced, for the area covered by District 18, United Mine Workers of America, including the problem of displacement of employees." This Commission is also to consider methods by which production may be improved and to report its findings and recommendations to the respective wage conferences in March, 1948.

Hours and overtime: the normal work week is reduced to five days from Monday to Friday inclusive and any time worked over 8 hours per day or 40 per week in any one week is to be paid at time and one half and rate and one half respectively. Certain provisos are added to this clause, including: provisions

for repair and maintenance men working on the sixth day when required; if the mine is idle on any day from Monday to Friday in any week due to circumstances beyond the control of the company, Saturday is to be considered a regular day; men on repairs to mine or machinery and underground supply men may, if required, start their week on Tuesday instead of Monday; on all continuous employment swing shifts may be employed and arrangements made between the company and the local union to keep an orderly change of shifts without application of time and one half rates, but in no case shall the additional time exceed on the average two hours per week.

The list of holidays to be observed is reduced to ten (New Year's Day, Good Friday, May 1, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day) and men required to work on any of these holidays are to be paid at the rate of time and one half and rate and one half.

Vacation: one day's credit will be granted any employee who has not lost more than one working day during the month, but if any employee averages 20 working shifts per month during the year he will be entitled to the maximum which is 12 days vacation with pay annually. The basic period for vacation computation is the 12 months ending March 31 of any year. Pay for vacation is at the normal daily rate for the classification in which the man is employed in the case of employees on a day wage basis, and daily rates for contract miners. Regulations are included under which employees absent from work for a limited time due to sickness, leaves of absence and other specified circumstances will nevertheless be credited with vacation time. Preference of time of taking vacations is to be according to the order applications are received, subject to arrangement with the Colliery manager and employees may accum-

ulate their vacation for two years if they wish. The companies, however, reserve the right to close down the mine for a two weeks' period for vacations.

Wages: New wage scales embodying wage increases are provided by the agreements and have been approved by the National War Labour Board. Wage rates have been increased from time to time since 1938, and in the case of the Western Canada Bituminous Coal Operators' Association, these increases plus the latest increase under this agreement amount to \$3.17 per day over the 1938 rates for contract miners.

Welfare Fund: A fund is to be established by the payment of 3 cents per ton on all coal

sold or used by the operators to be known as the Welfare Fund of District 18, United Mine Workers of America which will be administered solely for the use of the members of the union. This money is to be paid into the fund from the time of the signing of the agreements and is to be held in trust until such time as the joint committee of the operators and the district of the union bring in a recommendation to the parties as to the character and purpose of the fund and the form and rules governing its administration. When such report is adopted by the parties, three trustees will be appointed, one by District 18, United Mine Workers of America and one by the coal operators, these two to choose a third trustee.

The Closed Shop in Britain

THE question of the "closed shop" has recently evoked considerable discussion in Great Britain. The controversy was precipitated late in August by a decision of the London Passenger Transport Board, a public corporation, to employ in future, in grades covered by its agreements with the Transport and General Workers' Union, only members of that union.

The issues involved in this decision were debated in the House of Commons on October 14 and again on November 19; while consideration of the matter at the annual convention of the Trades Union Congress led to the adoption of a special report setting forth the policy of the T.U.C. on the closed shop.

A careful distinction should be made between the different circumstances under which the term "closed shop" is used in Canada and the United States on the one hand and in Great Britain on the other. On both sides of the Atlantic labour's objective has been the same, i.e. to achieve 100 per cent trade union membership.

In seeking the "closed shop" or "union shop" on this continent, however, labour has generally had as its objective the embodiment in a collective agreement between union and management of a formal clause providing for the employment of union members only. (A "closed shop" proper means that all employees must be paid-up members of the appropriate union when taken on, and must continue so while employed; a "union shop" requires all employees to join up after a limited period on the job, and to continue as members.)

In Great Britain, on the other hand, the objective of 100 per cent trade unionism has not generally been sought through a closed or union shop clause embodied in a formal contract. This, according to an article in the October issue of *Labour and Industry in Britain*, is because "in a great many occupations it is completely taken for granted, without being put in writing, that the employer will not hire non-union labour. Where the unions are still not strong enough to secure this, there is still no dominant feeling that it could be secured by an official closed shop policy. Such growth, it is felt, must come freely through better union organization. Nor do British unions use the check-off as a means towards strengthening their hold on members. Here too they have maintained that voluntary payment direct to the union officials and not through the employer produces greater union cohesion and loyalty."

A different problem is at the root of the present controversy in Britain, however, which

arises not from the normal efforts by unions to secure 100 per cent membership in a plant, but over the question of breakaway or dissident unions.

British legislation, unlike that existing in Canada and the United States, governing the certification of trade unions, does not provide for the official selection of a single union by workers in a plant; thus permitting the simultaneous existence of two or more unions within an industrial grouping. Where such a condition exists, many unions contend, it tends to obstruct the implementation of planned policies and efficient operation of collective agreements. "In practice overlapping is preventable if the unions concerned are affiliated to the Trades Union Congress, for jurisdictional and demarcational questions can be arbitrated if necessary by that body. Where, however, union members are faced with what they consider to be a non-bona fide union, or a company union, or a splinter group that has broken away from the parent body, members are inclined to be resentful, and if they are strong enough they take direct action.

"The case from which the present closed shop question arose falls into this last category. Following a strike in 1937 by London transport workers, a section of the workers who were not satisfied with the decision to return to work formed a dissident union which the main body of workers, members of the Transport and General Workers' Union, have strongly resented. The Board made its decision not to employ in future (in these grades) any but members of the T.G.W.U. in order to avoid a threatened stoppage."

An application by the dissident union for an injunction to prevent the dismissal of non-members of the T.G.W.U. was refused by a British court and 12 non-conforming employees were ultimately dismissed (see elsewhere in this issue, p.).

This L.P.T.B. decision is described as being of prime importance as it is the first case where a public utility undertaking has agreed to make union membership a condition of employment. Discussion has centred over the question of whether this will be regarded as a precedent for the establishment of the closed shop in public corporations or Government-established boards such as are being set up in nationalized industries.

The various other cases which have arisen in connection with the closed shop question appear to be related to the same basic problem although differing in detail.

Members of the T.G.W.U. employed at the Smithfield meat market in London went on strike against the presence of the "Guild of Clerks and Salesmen" an independent splinter group not affiliated to the T.U.C. The main objection appeared to be that the Guild was a company union and the strike was settled when an understanding was reached that there would be a public inquiry into the general unrest in this market.

Several British civil service unions have claimed, not the closed shop, but exclusive bargaining rights in certain grades where they possess a majority of membership. This has the effect of asking the Treasury to withdraw the limited recognition it gives a breakaway group at present.

The Union of Post Office Workers similarly has asked withdrawal of recognition from three small breakaway organizations in the Post Office.

The National Union of Mineworkers has made public its intention to demand that membership in a recognized union be made a condition of employment in the nationalized coal industry. In addition to the formal closed shop, the mineworkers will also seek the check-off, it was announced.

Repeal of the Trades Disputes Act has made it legal for local governments to impose union membership as a condition of employment, according to the article. T.U.C. executives have stated that many local authorities will shortly be approached on this question.

By contrast, in the British Overseas Airways Corporation, one of the breakaway groups has struck because of the Corporation's refusal to extend recognition to it.

Annual Meeting of T.U.C.

At the annual meeting of the T.U.C. a special report on the closed shop was issued by the Executive Council and approved by the meeting.

This report declared that "closed shop" was an inaccurate term to describe the aim of the T.U.C.

"The closed shop in the sense of an establishment in which only members of a particular union can be employed to the exclusion of members of other unions, is alien to British trade-union practice and theory. The Congress has never consented to recognition of an exclusive right to organize by one union where other unions have built up their organization side by side."

However, the statement emphasized that the T.U.C. would not recognize a new union that tried to invade a field already occupied by a single national union. Moreover, the T.U.C.

would refuse to recognize so-called break-away unions; and above all it would refuse to admit the claim that a workman ought to be free to join a union or not as he pleased. In regard to this latter issue the General Council explained that its claim was based on the fact that "the consequences of non-unionism cannot be limited to the individual non-unionist. Where the common experience of workpeople concerns the need of trade unionism," it stated, "and where their sense of justice is against non-unionism, the non-unionist contributes to instability and irregularity in the conduct of industry and his position is plainly untenable. A union which has the responsibility of maintaining fair wages and working conditions must also have the right to determine, according to the circumstances in the particular case, whether or not it is wise or safe to tolerate non-unionism and thereby permit the presence of actual or potential blacklegs, in industries where union rates and conditions have been established."

House of Commons Debates

On October 14 the Opposition in the House of Commons moved an amendment, which was in effect a condemnation of the closed shop, to a Government resolution amending the fair wages clauses in Government contracts. The mover, Mr. H. Strauss, termed the closed shop a "great threat to human liberty," and pointed to the danger of one great union or labour front becoming either a power ruling the House or a power in alliance with or subservient to the Government.

Speaking for the Government, the Parliamentary Secretary to the Minister of Labour, Mr. Ness Edwards, said it was vital to the maintenance of the system of collective bargaining that nothing should be done to weaken the authority of the organizations of workers and employers who were parties to the machinery of negotiation. Minorities must accept the will of the majority, and no encouragement should be given to those who disliked decisions to form dissident unions.

The Opposition amendment was rejected by 266 votes to 126.

On November 19 the issue was raised again in the House when Mr. F. C. Byers, Liberal, moved an amendment to the King's Speech deploring enforcement of the closed shop in industry. He asked for the appointment of a Royal Commission to examine the closed shop in its relation to modern economic and industrial life. Supporters of the Government again argued that the policy of the trade union movement was to prevent the formation of "splinter" unions. The amendment was defeated by 316 votes to 155.

Polish Veterans for Farm Work in Canada

IT became apparent in the early months of 1946 that there would be a continued shortage of experienced farm workers in most parts of Canada during the year. This shortage resulted in part from increased requirements of food to meet ever-increasing world demands, and in part from the fact that many former farm workers who had been in the Armed Forces and war industries were not returning to agricultural employment. It was also realized that the removal of manpower controls and the return of prisoners of war tended to decrease the supply of workers available to agriculture.

As one means of meeting this shortage, plans were developed between the Canadian and British Governments to obtain the services of members of the 2nd Polish Corps at present in Italy, where they had fought valiantly alongside Canadians of the 8th Mediterranean Army.

A mission was sent to Italy by the Federal Department of Labour to select up to 4,000 single veterans from among those who volunteered to work on Canadian farms. It was understood that the veterans, who would all have had farm experience, would sign an undertaking to work in agriculture in Canada for a minimum period of two years, and that after arrival in Canada they would sign an agreement with farm operators to whom they were referred, setting forth the conditions of employment.

The members of the Canadian mission who went to Italy were:

H. R. Hare, National Employment Service, Department of Labour (head of mission); Dr. F. S. Parney, Department of National Health and Welfare; Dr. G. Audet, Department of National Health and Welfare; Staff Sergeant K. Shakespeare, R.C.M.P.; Sergeant J. Stevenson, R.C.M.P.; J. A. Meindl, National Employment Service, Department of Labour; F. A. Dubenski, National Employment Service, Department of Labour.

The mission reached Italy during the latter part of August. The selection work was begun on August 28th, after preliminary arrangements were made with the General Headquarters of the Central Mediterranean Forces and the Headquarters of the Polish Corps. In the Mission's activities, much assistance was received from these Headquarters in providing interpreters and clerical staff, and in arranging for transportation and accommodation.

The selection work was undertaken over a period of approximately six weeks at three centres where members of the Polish Corps were stationed. Those who volunteered to come to Canada at each of these points were as follows:

Porto Recanati	1,200
Falconara	1,300
Cesena	2,000

Each of these 4,500 members of the Polish Corps filled out an application form. On the basis of these and Army records, an initial screening was made. Out of the total number, some 3,475 were interviewed individually, from whom 2,902 were finally selected as having suitable farm experience and satisfactory physical and other qualifications. It was not possible to secure a larger number of suitable Polish veterans from the members of the Polish Corps remaining in Italy.

The Polish veterans were organized into groups of fifty, with an English-speaking leader in charge of each group. These groups were dispatched to Lamay Camp near Naples, where they remained until they left for Canada on two ships, the *Sea Robin* and the *Sea Snipe*, early in November.

The British Government assumed responsibility for transportation to Canada, as well as providing a clothing allowance and Army gratuities, to be paid to the men later. Before disembarking at Halifax, the veterans received their Army discharge.

Through the co-operation of officials of the Departments of Immigration, National Defence, Justice, and Labour, the veterans were quickly cleared on arrival at Halifax and despatched on special troop trains to distribution centres across Canada. Arrangements for transportation and accommodation at the distribution centres were made by the Department of National Defence. At each centre the veterans were given an issue of work clothes, and a final medical examination before being referred to farm employment. Expenses for transportation from Halifax to the distribution centres, and for accommodation at these centres were borne by the Department of Labour. Subsequent transportation to farms, clothing and other expenses were shared under the Dominion-Provincial Farm Labour Agreements.

Applications from farmers for the services of the veterans were made in advance through

the National Employment offices and the Provincial Agricultural Services. These applications, which considerably exceeded the number of veterans available, were carefully screened prior to the arrival of the veterans by the Dominion-Provincial Farm Labour Committees in each province. On the basis of these approved applications, the 2,902 veterans were allocated approximately as follows:

P.E.I.	20
Nova Scotia	122
New Brunswick	60
Quebec	250
Ontario	1,350
Manitoba	225
Saskatchewan	275
Alberta	500
British Columbia	100

In most cases the veterans were sent from the distribution centres to Local Employment and Provincial Agricultural offices for placement. At these offices the farm employers and the Polish veterans met and signed their farm labour agreements. These agreements set forth the conditions of employment. The farmer undertakes to provide year-round employment, at the going farm wages of not less than \$45 per month and satisfactory living and working conditions. The veteran, on the other hand, undertakes to perform the duties of employment faithfully under the conditions set forth.

Reports received to date indicate that the veterans are adapting themselves quickly to life on Canadian farms. The fact that they are proving to be satisfactory workers is borne out by the continued applications being received for the services of these veterans from farmers in all parts of Canada.

Conventions of Labour Organizations

SHORT accounts of the 1946 annual conventions of the British Trades Union Congress, and the two major labour organiza-

tions in the United States, the American Federation of Labour and the Congress of Industrial Organizations, are presented below:

Seventy-Eighth Trades Union Congress

Meeting in Brighton for five days during October, the British Trades Union Congress, which now has a membership of nearly 6,700,000 in 192 unions, held its 78th annual conference. This latest membership figure, it was reported, represented an increase of nearly 100,000 over the previous year's total.

An agenda of 83 resolutions were dealt with by the 800 delegates attending the conference, embracing many aspects of nationalization, the Government's foreign policy, and hours and working conditions. Among the numerous speakers to address the meeting were Prime Minister Attlee, Emanuel Shinwell, Minister of Fuel and Power, Mr. George Noble, fraternal delegate of the Canadian Trades and Labour Congress, George Meany, fraternal delegate of the American Federation of Labour, Louis Saillant, General Secretary of the World Federation of Trade Unions and M. P. Tarasor representing the All-Union Central Council of the Trade Unions of the U.S.S.R.

Address of Prime Minister Clement Attlee

In an address, preceding a scheduled debate on a resolution scoring the Government's policy in Greece, Spain and Germany and condemning "the policy of Anglo-American domination and the isolation of the Soviet Union", Prime Minister Attlee strongly defended his Government's foreign policy. He stated that the resolution was filled "with the kind of misrepresentation to which we have become accustomed from members of the Communist Party, their dupes and fellow-travellers....

"I claim that we are carrying out the principles of labour's international policy. That policy is based on our belief in freedom and democracy and the right of nations to decide freely for themselves the kind of government and society they desire.

"Let me say democracy is becoming a much abused word. It is often used by those who have never understood or practised democratic principles, to mean the achievement of power, by hook or by crook, by the Communist party, while freedom means the denial of liberty to all those who refuse to accept the Communist philosophy."

The Prime Minister asked for a basic reorientation in trade union thinking concerning traditional restrictive practices. He held that the advent to power of labour's own political party imposed changed conditions which the unions must meet by abandoning restrictive practices and aiming at vastly increased production.

"Workers must realize that, whether they work for the State or for a private employer, they are producing the stock of goods and services from which we all derive the necessities and amenities of life. Restrictive practices on either side, which often had a justification in the conditions of a past economy, are out of place today.

"The provision of houses, coal, capital and consumer goods to the extent which the nation requires depends on the earnest efforts of those engaged in production and distribution. Unless they give of their best, the nation will go short.

"It is therefore natural that I, as the head of the Government should ask all of you, as leaders of labour, to do your utmost to impress on all the simple truth that every worker is concerned, not just with his own wage, still less with somebody's profit, but with the standard of life of the nation, indeed, the very life of our country."

He told the delegates that the future legislation would steadily implement labour's program.

Foreign Policy

In the debate over foreign policy the Government's actions were upheld by a substantial majority. However a separate resolution devoted to a condemnation of Generalissimo Franco and recommending the severance of economic and diplomatic relations with Spain was passed by a majority of 4 to 1.

Much ill-will was manifested towards the Poles, previously in the armed forces, who have been settled in Britain. A resolution strongly denunciatory of the resettlement scheme precipitated many excoriating addresses by delegates alleging that amongst the great majority of these Poles undemocratic ideology prevailed. The resolution was defeated by a narrow margin after the General Council had

proffered the assurance that it would "in no circumstances countenance the employment of any known Fascist" in the country.

Closed Shop

The Conference popularly accepted a resolution embodying the position of Congress leaders on the controversial question of the status of the closed shop within the T.U.C. (see p. 1708 in this issue). It opposed the closed shop but emphasized the continued pursuit of the aim for the 100 per cent union shop. A summation of the attitude of the officers constituting the General Council was presented in a statement made by Mr. Charles Dukes, Chairman of the T.U.C. He said that the "closed shop in the sense of an establishment in which only members of a particular union can be employed to the exclusion of members of other unions, is alien to British trade-union practice and theory.

Mr. Dukes in his speech asked the Congress to recognize that organizations exist outside the affiliation of TUC which have a right to continue.

"I believe that the principle of voluntary association is valid in its application to every activity of citizenship," he said. "It is a guarantee against class tyranny, government dictatorship and the servile state."

Hours of Work

Resolutions calling for a 40-hour week and two weeks vacation with pay for all employees were passed without dissent. The delegates accepted a report of the General Council that there was "no industry in which the principle of a forty-hour work-week could not be accepted and implemented."

Other Resolutions

Other resolutions adopted by the Congress recommended:

The strengthening and expansion of Joint Production Committees;

The establishment of a guaranteed weekly wage in all industries in Britain;

The establishment of a Council for Consumer Research for the purpose of publishing findings of investigations into the utility, efficiency, cost, and standard of commodities for the protection of consumers;

Equation of the wages and working conditions of farm workers to those obtaining in other skilled industries;

Amelioration of conditions and opportunities in industry and commerce for young people;

That the Congress call upon the Government to stand firm for implementation of the proposal for a National Health Service, and to include in it an Industrial Health Service;

Retention of control by the Government of factories erected during the war;

That permission be granted to the Trade Union movement to take a responsible share in the deliberations of the United Nations.

Sixty-Fifth Convention of American Federation of Labour

The sixty-fifth annual convention of the American Federation of Labour was held in Chicago between the dates of October 7 and October 17. Nearly 650 delegates representing some 7,100,000 AFL members passed resolutions on a large number of important issues which composed the meeting's agenda. Among these were resolutions calling for liberalization of the United States Social Security Act, raising of the minimum wage, shortening the work week, maintenance of free collective bargaining, and reduction of federal income taxes on workers' incomes.

Among the numerous speakers who addressed the delegates were Percy Bengough, President of the Trades and Labour Congress of Canada, United States Secretary of War, Robert P. Patterson, Attorney General Tom Clark, General Omar Bradley, General Carl Spaatz

and fraternal delegates from the British Trades Union Congress and a number of Latin American countries. During the proceedings honours were conferred on President William Green and Vice-Presidents Mathew Woll and Harry Dubinsky by the British Government for their wartime efforts on behalf of the British people.

Address of President William Green

President William Green in his keynote address invited all workers opposed to ideologies inimical to the American way of life to stand with the Federation "in defence of Americanism."

Mr. Green opened his speech with a testimonial to the part labour played in producing the vast amount of materials of war, which he

alleged was decisive in the recent defeat of Fascism and Nazism. He said he resented the attacks being made upon organized labour by those whose malevolence was fundamental, and who would always hate labour no matter what the justification. "We challenge one of them to point to a single instance where our people failed to respond to the call of the Government during all of those trying years."

President Green refuted the allegation that labour was limiting production. He said that such an accusation was the result of a lack of thought because the application of new means and new methods were constantly improving the productive capacity of the individual. Now, "fewer workers are producing more." However, he warned that the membership of the Federation would not tolerate the benefits of this increased efficiency being received solely by capital. "We are determined," he said, "to mobilize our economic strength and to force from unwilling employers, if necessary, that wage standard to which we are entitled under this modern development situation."

Continuing, he praised John L. Lewis of the United Mine Workers for the successful struggle he waged for the creation of a welfare fund for the mine workers and stated that henceforth all affiliates of the AFL would make it their policy to demand the establishment of similar funds for their members.

Resentment was expressed against attempts being made "to utilize any branch of organized labour for the purpose of imposing" upon the nation, "a form of foreign conceived ideology, totally unsuited to our American way of life."

In his peroration, Mr. Green stated that the American Federation of Labour had passed from the point where it served as a mere organization. "It is now part of the institutional life of our nation. It is an institution in itself."

In answer to a suggestion, proffered by Mr. Tom O'Brien, a Fraternal Delegate from the British Trades Union Congress, during an address made later in the proceedings, that the Federation should enter the World Federation of Trade Unions, Mr. Green stated that this latter body was undemocratic and that decisions within the organization could not be made "without first ascertaining what the dictator in Moscow shall say to them....." He made the observation that British labour's co-operation with Russia in the World Federation of Trade Unions and its refusal to accept the Communist Party in the British Labour Party made the position of the British labour movement "contradictory."

Address of Mr. Percy Bengough

In opening his address, Mr. Percy Bengough, Fraternal Delegate from the Trades and Labour Congress of Canada, spoke of the formation and early history of the Congress—a history which he said proved conclusively that, with a few minor exceptions, every piece of labour and social legislation on the statute books of Canada had its inception in the conventions of the Trades and Labour Congress. This Congress, he said had continued as the driving force for the introduction of social improvements and better lives for Canadians inside and outside of the affiliated membership.

Citing the record of labour in Canada during the war Mr. Bengough said: "Our policy of no strikes in wartime was adhered to almost one hundred per cent. The affiliated membership of our Congress hewed to that line and stayed on the job, oftentimes under objectionable circumstances. The result, as is well known, was a great and steady flow of the urgently needed war materials and supplies from Canada, not only to Canada's fighting forces but also to the forces of our allies."

Referring to wages and conditions of employment Mr. Bengough said: "There is still strong opposition to the urgent need of Canadians having a buying power in balance with their increased productive ability. Even manufacturers and merchants whose business life is at stake unless there is a sound and thriving home market are often found with the opposition. Fear is expressed that too high a standard of living will cause a demand for goods and cause inflation. Yet, without criticism, Canada has advanced enormous sums of money to other countries—twelve hundred and fifty million dollars being advanced to Great Britain alone in the hope and expectation that this will be used for the purchase of Canadian goods, without any suggestion that this demand for our goods will cause inflation."

Resolutions

Among the many resolutions which were passed were those calling for:

Support of the five-day thirty-hour week in American industry;

Increased social security benefits and coverage and the enactment of health insurance legislation;

Upholding of the right to strike and assailing efforts to erase this right;

Raising the minimum wage;

Opposition to anti-labour legislation;

Construction of more apartment units for rent to alleviate the severe housing shortage instead of concentration on the erection of one-family homes;

More labour education in schools and condemnation of the use of big-business propaganda in schools;

Strong condemnation and prosecution by the Department of Justice of the Klu Klux Klan;

No relaxation of immigration laws; but urging use of unfilled quotas;

Support of the demands of public school teachers for better salaries;

Denouncement of the World Federation of Trade Unions as a "reactionary development";

Establishment of a permanent Fair Employment Practices' Commission to end dis-

crimination because of race, colour or religion, in hiring; and

Opposition to compulsory military training in peacetime.

A proposal calling for the nationalization of mines, transportation facilities and public utilities was defeated. President Green and all other members of the Executive Council were re-elected.

Eighth Annual Convention of Congress of Industrial Organizations

With 600 delegates in attendance the Eighth Annual Convention of the United States Congress of Industrial Organizations was held in Atlantic City during the week of November 18.

Among the numerous matters dealt with by the delegates the most important consideration was reserved for the economic and wage aspects of collective bargaining which, it was stated by President Phillip Murray, were bound to be discussed in conferences of many affiliated unions following the close of the convention.

Many noted personalities addressed the delegates. General Dwight D. Eisenhower told the assemblage that he deplored the talk about the inevitability of war but warned that the United States "must maintain a protective shield adequate to our needs" until nations abandon the use of force. The Secretary of Labour, Mr. Lewis Schwellenbach hailed the part played by the CIO in establishing the democratic procedures of collective bargaining in many industries holding the key to the nation's welfare. Rabbi Stephen S. Wise, President of the American Jewish Congress, recalled Hitler's use of anti-semitism in destroying trade unions and other democratic groups in Germany. He told the delegates that the real and ultimate objective of anti-semitism and all racism was the destruction of all that political and economic democracy means.

Address of President Phillip Murray

In his keynote speech President Phillip Murray reviewed the circumstances which precipitated the series of CIO strikes during the early part of 1946. He stated that during the period, reduced take-home pay, which resulted from a shortening of the work week and the elimination of overtime payments, together with rapidly increasing prices made wage increases imperative if workers were to be able to procure the necessities of life and provide the purchasing power essential to the acceleration of speedy reconversion and full employment.

The formulation of wage programs, Mr. Murray stated, was based upon the contention that the profits of American industry made absorption of substantial wage increases feasible without compensating price adjustments. Despite this, he alleged, "OPA acceded to the demands of the employers in elevating the prices of particular commodities until these prices reached almost unbelievable inflationary trends."

Mr. Murray then proceeded to adduce certain facts which he claimed illustrated the "diabolical slander and misrepresentation" which occurred in many sections of the public press in charging the CIO with sole responsibility for strike action.

"No organization affiliated with the Congress of Industrial Organizations in the early part of 1946, whilst the nation was undergoing the rigors of its wage struggles, precipitated a strike. Not a single solitary organization affiliated with this CIO movement in the early part of 1946, of its own volition, preceptitated a strike. I have but to point to the record. The record speaks for itself."

He said that the United Steelworkers of America had responded to the request of the President of the United States to delay the calling of the steel strike for one week to permit him to conciliate the dispute. The decision subsequently rendered by President Truman was accepted by the Union but "definitely and very arrogantly" rejected by the steel industry he said. "It was the heart and core of big business striking against its government, striking against a decision made by the President of the United States." Wage increases amounting to approximately \$165 millions for all employees in basic steel were agreed to by the industry only after it had been accorded price increases amounting to approximately \$300 millions, he stated.

In the automobile industry, he said, the findings and recommendations of a Government fact-finding board had been similarly accepted by United Automobile Workers Union and rejected by the industry previous to the calling

of a strike. Continuing, he cited disputes in the electrical, oil and packing-house industries as further examples of refusal by industry to accept recommendations of Government boards.

Government economists, in a factual report submitted to the President, claimed "as early as September, 1945, that American business by and large could afford to make possible the payment of 24 per cent in wage increases without necessarily disturbing or agitating any inflationary spirals in this country," Mr. Murray said. He claimed that the wage increases received by labour "have been completely wiped out" in the ensuing period through price rises, despite these findings, while business profits on the other hand which were 5 billions of dollars after taxes in 1939, have risen to an indicated level of 15 billions for 1946.

"This is an unprecedented profit, a higher profit than ever experienced at any time in the history of American business. I say that a 15 billion dollar profit for American industry represents a threat to our national economy, and a graver threat to the maintenance of our system of free enterprise."

He concluded his address with a warning that it would be a mistake to regard the Republican victory in the November 5th elections as a mandate to introduce repressive measures against labour, and a reference to the suspicions which, he alleged, were held in many other lands of the motives underlying the distribution of relief and the lending of money by the United States. "It would indeed be regrettable and most unfortunate if the lending, and gift-giving propensities of the American Government should be utilized for the purpose of forcing our way of thinking down the throats of many people all over the world."

Wages and Welfare

The convention adopted a report on wages and welfare which stated that the present soaring of industrial profits and the accompanying decline in the workers' share of national income made the granting of substantial wage increases imperative. It stated that "our people must have sustained purchasing power and a decent wage to avert the swift economic tragedy which now confronts us."

Foreign Policy

Resolutions were adopted on United States foreign policy which recommended: the

severing of all political and economic relations with Spain and Argentina, which were accused of being breeding places "of world fascism"; the granting of unstinted support to the United Nations; the ceasing of intervention in Chinese affairs and the ending of military aid to any faction; that under no circumstances should food or any other aid given to other countries be used as a means of coercing or influencing free but needy people in the exercise of their rights of self-government.

Other Resolutions

Among the great number of other resolutions adopted were those recommending:

Establishment through collective bargaining of adequate pension plans, health insurance plans, group hospitalization programs, and a guaranteed minimum annual wage in American industry;

Denouncement of the United States National Labour Relations Board for a "demonstrated bias against CIO unions";

Continuation of the CIO Political Action Committee in its present form and a strengthening and intensification of its activity;

Intensification of campaigns to organize in areas where employers have manifested violent opposition against the right of self-organization;

Granting full support to agricultural workers who are "denied the basic rights guaranteed by law to other workers";

Opening the doors of the United States to the thousands of homeless Jews in Europe and bringing "pressure upon Great Britain for the immediate admission of 100,000 Jews to Palestine";

Enactment of permanent federal, state and municipal legislation to establish Fair Employment Practice Committees and outlaw discrimination against Negroes;

Erection of 2,000,000 housing units a year, limitation of profiteering in housing, and elimination of non-essential building;

Opposition to peacetime conscription; and

Improvement in the benefit rates and provisions of the Veterans' Rehabilitation Regulations.

A new preamble to the constitution was adopted which voiced the organization's opposition to all those who would seek to undermine Americans' love for human dignity and exploit the people in the interest of alien loyalties.

President Phillip Murray and other members of the executive council were re-elected. Walter Reuther, President of the United Automobile Workers, was elected as a new vice-president.

Royal Commission on Equal Pay in United Kingdom

Report Distinguishes Between Effects in Public Services and Private Industry

THE Royal Commission on Equal Pay appointed by the Coalition Government in Great Britain in October, 1944, with Lord Justice Asquith as chairman, made its report on November 6. The Commission was precluded by its terms of reference from making any direct recommendations either for or against equal pay. It was directed to:

examine the existing relationship between the remuneration of men and women in the public services, in industry and in other fields of employment; to consider the social, economic and financial implications of the claim of equal pay for equal work; and to report.

Its purpose was, therefore, as stated by the then Prime Minister, Mr. Churchill, in the House of Commons in February, 1945, to provide an analysis from which those responsible for policy would draw their own conclusions.

The Commission sharply distinguishes between the effects of the adoption of the principle of equal pay in non-industrial occupations, such as teaching and the Civil Service, and of its introduction into the field of private industry and commerce. In general, it finds that the removal of sex-differentiation in pay in teaching, local government and the public service would involve little difficulty. In industry, however, the Commission concludes that, if equal time-rates were given, many employers would replace female by male labour whenever possible, and over a larger field the gradual entry of women into new occupations would be made difficult and even checked. The Commission emphasizes that the alternative to an equal pay policy is not necessarily the absence of any policy with regard to women's wages. The effects of the war in breaking down prejudice against women's employment and the breaking down of men's resistance through a successful policy of high employment are important. If these favourable influences are stimulated, much can be done in the near future towards at least a narrowing of the gap between men's and women's rates.

The report is not unanimous on all points. Three of the four women members of the nine-member Commission disagree with the majority concerning the explanation for the prevailing differences between the remuneration of men and women and concerning the economic and social consequences of equal pay in private industry. Subject to this dissent, however, they sign the main report. Three other mem-

bers append a note of reservation on paragraphs concerning overstrain among women workers.

The report, a volume of 220 pages, including four appendices, is divided into two main parts corresponding to the Commission's terms of reference. The first part is a factual survey of the existing relationship between men's and women's pay in the non-industrial Civil Service, the Post Office, the Armed Forces, police, teaching, nursing, other professions, private commerce and industry including agriculture, and an examination of comparable practice in certain other countries. Part II is devoted to an examination of the probable social and economic effects of introducing equal pay. The Commission, at the outset, stresses the complexity of the problem and the difficulty of deciding what is "equal work." They have interpreted the term in the sense of "the rate for the job" which they consider to be the meaning attached to it by most of those who urge "equal pay for equal work." Any inequality in overall value to the employer is left out of account and to that extent "equal pay for equal work" does not, in the report, have the same meaning as "equal pay for equal value to the employer."

In its factual survey the Commission presents much comprehensive information on numbers employed, proportions of men and women, overlap areas (jobs where men and women work together interchangeably), and the existing differential between men's and women's wages. It finds a wide gap between men's and women's rates, varying from 12 per cent in the police force and 20 per cent in comparable grades in teaching and the public service to 53 per cent in manufacturing. In the Armed Forces a woman receives approximately four-fifths of the remuneration of a single man. In the professions, evidence showed that recognized scales provided for the charging of identical fees by men and women.

In Part II the Commission discusses the main reasons alleged for the "less intense" demand for women's labour as a whole than for men's under the headings, legal, natural and conventional factors.

Legal factors include the statutory prohibition of women in all occupations underground in mines and in certain injurious occupations, the restrictions on the employment of women at night and on Sundays, and the limitations

on their hours of work. On this last point, the Commission points out that under modern conditions, the legal limitations on the hours of women's work may render .

them less useful to the employer in those occupations in which both sexes are employed and limit the extent to which female can be substituted for male labour in circumstances in which substitution would otherwise be profitable. In this connection we are disposed to draw a distinction between restrictions on (a) normal hours on the one hand and (b) night-work and overtime on the other. As regards (a), the results of collective bargaining have in general overtaken those of legislation so that the latter is no longer an operative factor in rendering women's services of less value than men's. As regards (b), however, the fact that work organized on a basis of continuous shifts cannot be assigned wholly to women, and the fact that they are not available to work overtime beyond a certain limit in times of pressure, do appear to us to be operative factors, both in reducing somewhat the value of their services relatively to those of men at certain points of common employment, and in altering somewhat the balance of supply and demand to their disadvantage over the field of industry as a whole.

As regards natural factors, evidence was given of men being more adaptable and versatile than women, more resourceful in dealing with surprise situations, and therefore worth a higher retaining wage. The Commission emphasized the difficulty of determining with certainty how closely the facts conform to the allegation that "the average man is more efficient than the average woman." The British Employers' Confederation and the Trades Union Congress disagreed on the point. The employers asserted that:

where women are employed on the same work as men, their output is in general lower than that of the men, thereby increasing the number of workers required for a given amount of production and the overhead costs involved in respect of accommodation, machinery, supervision, inspection and administration of labour generally." In support of this assertion they maintain that where men and women are employed at identical piece-rates, the earnings of men are in general greater than those of women. Such enquiries as we have been able to make seem to confirm that this latter contention is true in the case of most though not all of the overlap areas concerned. . . . There are difficulties, partly connected with the matter of the allocation of better-paying work . . . in arguing directly from what happens under time-work.

On the other hand, the Trades Union Congress seem to be more concerned to deny any universal "inferiority" of women to men than to dispute the claim that their efficiency is normally less in the actual areas of common employment. They do, however, appeal as other witnesses have done, to certain statements made by Mr. Bevin, when Minister of Labour, to the effect that in war it had proved possible to substitute women for men in industry on a basis of one for one, instead of, as expected, on a basis

of three for two. It is important, therefore, to remember that Mr. Bevin emphasized that this result was only attained thanks to the special efforts of "managements, production engineers, designers, craftsmen, machine-men, and all the rest", the trade unions having been asked to "break down their operations to the finest point" in order to achieve it. Evidently great care must be exercised in drawing inferences for normal times from this special wartime effort.

Another factor stressed by many witnesses was the shorter industrial life of women which in the words of the Employers' Confederation, means that in general women do not undergo the same degree of training or acquire the same breadth of experience. The result is that women tend to be employed on those tasks which can be more readily learnt and [on] work of a repetitive character. Further the more rapid turnover of female labour, through their shorter industrial life, involves additional overhead costs in respect of the recruitment, training and administration of labour generally.

Less validity was considered by the Commission to attach to the employers' argument that as women do not fill the higher and more responsible posts necessary to the efficient conduct of industry they have a lower "career value" than men. This appeared to have little bearing on the existence of a sex differential in the rates of the great mass of adults who are not so selected and still less relevance to sex differentiation in the higher scales which are reached only by women who have been in continuing employment for a considerable time.

On the question of the higher absence rate of women, which is said to be an important factor in causing differences in overall value, the Commission concluded, after making allowance for the variation from factory to factory and occupation to occupation, for wartime conditions and the employment of a high proportion of married women, that

the higher sickness rate among women is attributed to two factors, first, fatigue dependent on the fact that the woman is doing two jobs, viz. (a) in paid employment and (b) in running a home, and secondly to poor nutrition. A considerable body of statistical evidence is available which shows that gynaecological disturbances are in no way responsible for the rates noted. The evidence that fatigue due to additional home duties is an important factor we accept. The importance of poor nutrition is less easy to determine . . .

The reasons for the lower level in women are complex and not for discussion here, though it should be stated that it has been suggested that since women are paid less than men they have less to spend on necessities, among them food. This low level may well account in part for the higher sickness rate in women. Increased fatigue due to the dual role of home-keeper and wage-earner is to some extent open to correction by provision of home help, industrial nurseries and other social services. The lower nutritional level

should also be open to correction by the provision of adequate meals in places of work, by education in food values and by improvement in shopping and cooking facilities. . . .

We believe that by a reduction in fatigue and an improved nutritional level a decrease in the high sickness rate of women might be brought about. We are unable to say whether the rate could be reduced to the same level as for men by the means suggested. In fact we doubt if the devolution of the additional duties involved in the care of young children could ever be completely brought about, even if it should be thought socially desirable to make the attempt. We doubt, therefore, if it will ever be possible to reduce the sickness absence rates of young married women to that of men. In the case of single women it appears theoretically possible that relief from home duties and improved nutrition might at least considerably reduce their sickness rate. . . .

The Trades Union Congress maintain that the amount of dislocation caused by absenteeism is too slight to be a significant factor in determining wage rates—the employers consider it of material importance. On the statistical evidence as to sickness rates available, which we admit is not altogether satisfactory, we would agree that in present circumstances it must be a factor in reducing the overall efficiency of women and we doubt whether, especially in the case of young married women, it is likely ever to be altogether eliminated, though we expect it may be greatly reduced.

Summing up its conclusions on these natural factors, the Commission states:

We think that the inferior physical strength of women, coupled with their shorter industrial life, their greater tendency to absenteeism, and a certain relative lack of flexibility in response to rapidly changing or abnormal situations, are still important influences tending to depress the general demand for their labour as compared with men's, and so to establish their general weekly wage-rate at a lower level. It does not follow that any one of these factors, e.g. physical strength, will be found to be of importance in every one of the occupations which for the time being are overlap areas. But we think there is a strong underlying tendency towards the overlap areas being established at points at which the relative efficiency of men and women, account being taken of all the factors which we have enumerated, is roughly proportionate to their relative weekly wage-rates as determined by the general forces of demand and supply—this situation being compatible with a much closer approximation to equality of piece-rates, where work is rewarded on that basis. This tendency is, however, in our view qualified and thwarted by certain forces requiring further discussion, so that in certain overlap areas the gap in time-rates, whether those rates are actually paid or are used as a basis for the calculation of piece-rates, is probably greater than the gap in efficiency (even in the comprehensive sense just explained)—one special class of cases of this divergence being that in which there is no clearly demonstrable gap in efficiency at all.

In considering the factors labelled "conventional" the Commission was concerned more with the *indirect* effect of custom in lowering the value of women's work through excluding

them wholly or partially from certain occupations than with the *direct* effect in keeping women's wages lower.

If a wage, low because of custom, is raised, the custom may be destroyed once for all, but, the Commission points out, if the low wage is due directly to customary restrictions on opportunities for jobs, it may be that raising the wage will leave these restrictions unimpaired and free to exercise their influence in some other way. The dividing line between "men's jobs" and "women's jobs" appeared to the Commission to be sometimes a highly artificial one depending on the general social attitude regarding women's "proper" position which prevailed at some previous date, and this has been gradually breaking down.

A more effective restriction is that imposed on the employer by his male employees on the theory that only men should be allowed to do certain jobs. Thus, the *proportion* of women to men employed on what may be described as the same jobs is often limited.

The effect of many women's willingness to accept lower wages in view of their short-term employment and, often, only partial dependence on their earnings, is to divert attention from the majority of women who are dependent on their own earnings and from those who in addition support others, entirely or in part. The Commission, however, found that the relative pay of men and women was affected comparatively little by consideration of family needs.

Similarly, the Commission considered the fact that women were less organized and therefore inferior in bargaining strength to be a factor in the gap between the general levels of men's and women's wages but a secondary factor to the relative intensity of demand—

this latter in turn being determined partly by natural causes and partly by the conventions and pressures of various kinds which, both generally and in particular overlap areas, hinder the extension of the opportunities for the employment of women.

Domestic servants, it is stated, afford an example of unorganized workers whose wages respond fairly freely to supply and demand.

The Commission asserts that the introduction of equal pay would have an important and beneficial effect on the happiness of women, and "far and away the most important result," would remove from men the widespread fear of undercutting.

On the health and efficiency of women as workers, the effects of equal pay seemed less certain. Greater spending power would enable many women, through some domestic help and a more nutritious diet, to increase their efficiency by reducing their sickness absence.

On the other hand, medical testimony differed as to the danger to women's health of competition with men in borderline occupations taxing their nervous and muscular energy. The Commission concluded, on this point:

It seems probable that over a wide range of occupations the woman is as efficient as the man as a physiological machine. In those cases where there is a definite competition between men and women a process of selection would operate so that only the more capable women (and more capable men) would be retained—competition would result in the displacement of the less efficient women as of the less efficient men, but would not affect adversely those who are retained.

As regards the responsibility for dependents, the majority of the Commission hold that the responsibility for dependents of a married man with a family is considerably greater than that of most women.

It is manifest that the welfare of many more persons depends on the level of the man's rate of pay than on that of the woman's rate and in any estimate of the consequence of equal pay this numerical fact must be given due weight.

From a purely economic angle, and ignoring the effects of family allowances and income tax rebates, the Commission concludes that equal pay would result in

a greater divergence between the standards of living of men as a whole and women as a whole than there is at present.

The relief afforded by the present scheme of family allowances is "small" and as regards tax rebates it was felt impossible to make any proper assessment.

Concerning the effects on marriage and the birth rate and the argument that equal pay might tend to discourage parenthood, the Commission considered that the number of marriages would not

likely be affected by the grant of equal pay. Any adverse effect on the size of families would probably occur to a marked extent only if equal pay brought about an absolute and not merely a relative worsening of the economic position of the married man.

In the latter case the married man with a family would press for more than a single person of either sex.

In industry and commerce, therefore, the Commission believed that equal pay would tend to a considerable displacement of women's labour from occupations which they at present share with men.

In the case of private industry and commerce there stand in the way of an immediate, and perhaps also of an eventual, application of an equal pay policy, difficulties of a nature and magnitude not paralleled in the case of the non-industrial sections of the public services, whether national or local. These difficulties arise from doubts as to the precise

extent to which men and women are employed on what is substantially the same work, from differences of opinion as to how, when so employed, the efficiency, in the broadest sense, of the women compares with that of the men, and from the fact that not even the representatives of organized labour desire to see the principle of equal pay introduced in the industrial field by direct government action.

Public Services and the Professions

In teaching, the Civil Service, local government and the professions generally, however, the Commission regards the probable effects of equal pay as likely to be different. There would probably be no change in policy designed to restrict the employment of women; there would be more women in higher posts and to the extent that a higher proportion of women were employed, there would be an improvement in the quality of the persons recruited, the additional women being in lieu of inferior men. In the Commission's opinion, the consequences of equal pay in the Civil Service would be important—

and adverse—only if the resulting common rate were not held at a level at which it competed effectively with the rates payable outside the service to men of the type and quality which the service required. We cannot believe, notwithstanding what was said to us by the Treasury witnesses, that such a situation would be allowed to develop; but if it were to be it could, we think, be remedied, within the framework of an equal pay policy only by re-establishing the common rate on that higher level.

As regards financial consequences in the non-industrial Service, the report tentatively estimates the cost on the basis of an expected peace-time strength of 500,000 employees, as between £5,000,000 and £10,000,000 annually.

In the Post Office the fact that women do not perform night work raises more complicated questions than in the rest of the Civil Service.

With regard to teaching, all witnesses were agreed that any change calculated to result in giving either sex a monopoly would be "not merely undesirable but calamitous." The Commission feels that the natural effect of equal pay would be to attract more and better women to the teaching profession. The effect on men is more "debatable" men might (for good or bad reasons but as a matter of psychological fact) be "discouraged" from becoming teachers partly because equal pay would create a higher standard of living for the women or enhance an existing one. Further, if equal pay results in a dragging down of the pay, unless there is a parallel fall in outside comparable employments, a material drop in the number or quality of male teachers is a possibility which cannot be ignored.

The memorandum of dissent is concerned with the majority view that differences in pay must in part be due to differences in efficiency. Admitting women's lesser physical strength, it points out that this is mainly a disadvantage of the past since the trend in modern production methods is towards the substitution of mechanical for muscular power.

While the evidence does not clearly show that women are always equally efficient with men in the overlap occupations, it does support the view that any difference in efficiency is considerably less than the difference in wage-rates, which often amounts to women being paid about 60 per cent of the men's rate.

As regards the majority view that women are less efficient than men in considerably more than a quarter of all occupations (while women provide roughly a quarter of the labour force), the minority point out that if the rate for the job were everywhere enforced, men would become a "good bargain" to employers—

In times of general unemployment it would follow that women would be unemployed rather than men. This consequence is surely not undesirable? The question of family needs is here of great importance, since, speaking broadly, there is less human suffering caused when a million women are unemployed than a million men.

The dissenting members base their explanation of the causes for the lower rates of pay for women on the relative weakness of union organization among women, long-standing convention and custom, and the prejudice of employers and male workers against the employment of women. The majority feel that unequal pay is an important element in maintaining unequal opportunity. While they concede that equal pay might, from a short-term point of view, lead to the dismissal of women where men are available to replace them, and especially of the least productive women workers, the minority would expect that in the long run it would widen the sphere of women's employment and set up a tendency to scarcity of labour in occupations formerly filled exclusively by women; this would lead to a rise in wages and improvement of conditions in those occupations, and so tend to level up the earnings of women as a whole. With respect to the argument advanced by the majority report that the policy of "full employment" is likely to be jeopardized by any general rise in money wage-rates, the minority "dissent strongly from the view that the fear of inflation should be allowed to prevent changes in relative wage rates which are economically desirable on their own merits."

Dust Control in Cotton Industry

United Kingdom Committee Recommends Welfare Provisions

METHODS of controlling and minimizing the evolution of dust during the carding process in the cotton industry and the proper standards for sanitary accommodation, washing facilities, accommodation for clothing, medical and welfare services, and vacuum cleaning of machinery and floors in the cotton industry in the United Kingdom, are described in Interim Reports of the Joint Advisory Committee of the Cotton Industry.

The Committee was set up by the Chief Inspector of Factories in November, 1944, to enquire into practical methods of improving conditions in the cotton industry. It comprised four representatives each of employers and workers and three of the Factory Department of the Ministry of Labour and National Service. Immediately on its appointment, the Committee named four sub-committees which co-opted technical members to deal with (a) ventilation, humidity, lighting and general amenities; (b) dust in card rooms; (c) spacing and layout of machinery and noise; (d) prevention of mule spinners' cancer and the provision of mechanical methods of wiping-down the carriage tops and roller beams of mules so as to eliminate the manual methods which necessitate entry between the fixed and traversing parts.

Mule Spinners' Cancer

On mule spinners' cancer and automatic wiping-down motions, the Committee's first Interim Report in June, 1945, recommended that, in view of the incidence of epitheliomatous ulceration among mule spinners, regulations should be made to deal with the standardization of mule spindle oil, provision of non-splash devices, and periodical medical examinations of mule spinners. Mechanical wiping-down motions should be provided on all spinning mules where it was necessary to go between the carriage and roller beam for the purpose of manual wiping, except that where paste continued to be used some latitude should be given for experiment as to the type of wiper most suitable. The Committee recommended further that a permanent committee, representing employers, operatives and the Factory Department, should be formed to consider and approve the various methods of carrying out the recommendations and to approve the suppliers of the devices concerned.

Amenities

The Interim Reports of March, 1946, on amenities and the control of dust stress the importance of improving the sanitary accommodation in many mills by providing adequate, up-to-date conveniences and maintaining under close supervision a high standard of order and cleanliness.

Washing accommodation, it is considered, should include one wash basin for each 20 persons on the average, but consideration would have to be given to the mill as a whole. Foot baths and shower baths should be provided for mule spinners, and showers also for any persons doing work under high temperature or humidity. Separate changing rooms should be provided for men and women in the mule rooms, and individual lockers, wherever possible, either in the workroom or in the changing room.

The value of first aid and medical services appropriate to the size of the mill is emphasized and, also, the importance of a satisfactory canteen or other place where meals can be taken comfortably. A Welfare Supervisor is considered necessary in a large mill. For smaller mills, it is suggested, a trained Welfare Supervisor could serve several factories in the same way as is done by Accident Prevention Inspectors. Research to develop a more satisfactory system of vacuum cleaning the mill machinery and floors is urged so that vacuum cleaning devices can be redesigned for the textile industry.

Dust Hazard and Control

Methods of preventing the emission of dust into the air of cotton cardrooms were considered by earlier Committees. In 1931, a Departmental Committee recommended the adoption of improved methods of extracting dust from raw cotton in the machines used in mixing and blowing rooms thus contributing to a solution of the dust problem in card rooms. In addition to several technical recommendations, the 1931 Committee suggested that there should be medical examinations in order to prevent (a) persons already suffering from any respiratory abnormalities from being accepted for employment in the carding process; and (b) persons susceptible to the action of cardroom dust from being so employed for a prolonged period. This Com-

mittee decided that there was no evidence of a fibrosis similar in character to that produced by silica dust or of similar disease. Medical authorities disagreed as to how far small fragments of cotton fibre contributed to trouble in the bronchi, and the Committee recommended further exploration of the effect of histamine which had been found to be present in cotton dust.

Following up this last recommendation, the Medical Research Council secured the services of an investigator in industrial medicine, Professor Carl Prausnitz, formerly of the University of Breslau. Professor Prausnitz in 1936 established that cardroom dust is rich in particles under 2 microns in size and comparatively richer in ultramicroscopic particles which can easily penetrate into the deeper air passages but he considered it doubtful whether the substance

resembling histamine and possibly identical with it . . . plays a pronounced role in causing the respiratory disease of cotton workers.

He stated, however, that experiment showed that another substance or group of substances in the dust is

primarily toxic. . . . In all probability . . . is responsible for the changes occurring in the lung after the prolonged inhalation of the dust.

Medical aspects of the dust problem and the determination of the precise constituent of cotton dust which causes byssinosis (cotton workers' pneumoconiosis) were not within the scope of the advisory committee of 1945-46 but the ultramicroscopic nature of the injurious particles adds to the complexity of the problem of how to maintain such an atmosphere in the cardroom as the Factories Act requires—

to protect the persons employed against inhalation of the dust . . . and prevent its accumulating in any workroom, and in particular, where the nature of the process makes it practicable (to provide and maintain) exhaust appliances . . . as near as possible to the point of origin of the dust or fume or other impurity, so as to prevent it entering the air of any workroom.

Dust Removal

On four points, the Committee made definite recommendations: the removal of dust in preliminary processes, dust released during stripping, dust released by the removal and collection of waste and fly, and dust removal by localized methods at the card.

As regards the preliminary processes, the Committee recommended that blowing room

machinery should be overhauled and made more efficient, that effective measures should be taken to prevent leakage of dust from the opening machinery. They commend the use of the "Shirley Cage" in contributing to removing dust from the blowing room, and expressed the opinion that

by application of suitable enclosure, exhaust and self-clearing interceptor plates (to prevent opened cotton from being drawn to the settling chamber), not only are better conditions obtained in the cotton chamber and the blowing room but a considerably greater quantity of dust is removed at this early stage than would otherwise be the case. Such improvements are not difficult to make, are relatively inexpensive, and in the view of the Committee these, or similarly effective methods, should be adopted forthwith.

The dust released during stripping, as distinct from the dust continuously given off during normal carding, can be dealt with as suggested by the 1931 Committee: when a vacuum stripper is used to strip the cylinder and doffer, a stripping brush must be used occasionally; this brush should have a cover connected to an exhaust; an efficient exhaust should be provided to remove the dust at, or as near as practicable, to the point where it is given off. Stress was laid on the importance of maintaining the stripping plants in most efficient condition.

Dust during such operations as the removal and collection of waste and fly can be eliminated by conveying "under card and blowing room waste" to the waste bag by pneumatic arrangements. Pneumatic systems should be installed for the removal of card under-cylinder and taker-in fly, for the removal of blowing room droppings and for the clearance of dust trunk boxes. This elimination of many manual operations in handling dusty material in the card and blowing room would effect considerable improvement both for those handling such materials and, indirectly, for others employed in these rooms.

As to localized removal of dust, the Committee recommended that experiments on a small scale and under suitable direction should be undertaken and should be financed by the industry. Although very creditable attempts have been made by ventilation engineers and individual firms at their own expense, the Committee believe that there is at present no proved satisfactory solution. The essentials of the problem are to remove the dust generated at the upper end of the card, that generated at the doffer, and the dust and fly from the lower part of the card by methods which will prevent the inhalation of dust.

Rehabilitation

Progress in Reinstatement of Veterans

IN a statement issued on December 1, Dr. Arthur MacNamara, Deputy Minister of Labour, stated that demobilization has now reached its final stage. Since reinstatement under the Reinstatement in Civil Employment Act is limited in point of time in the general case, it would appear that not a great many veterans are still eligible to apply for their pre-enlistment employment under authority of the Act.

However, the Act, because of the protection it affords the veteran in connection with terms of reinstatement, will be of some continuing consequence in the case of many who returned to their former employ under its protective provisions, he said. Further, it will still come into play for those eligible to claim reinstatement, or yet to be discharged, or for those who may have secured an extension of time during which they may report back to their employer, after a delay caused by physical or mental incapacity to perform work available.

Dr. MacNamara referred to the Reinstatement in Civil Employment Act, 1946, which was passed by Parliament at its last session, to consolidate the Reinstatement in Civil Employment Act adopted in 1942, together with the subsequent regulations which supplemented the provisions of the Act. He pointed out that no major changes were made in the consolidation, for none seemed necessary as the conditions set forth in the original Act and Regulations had proven sufficiently adequate and practical during a period when demobilization of the Armed Forces was heavy, when a peak number of reinstatement cases were taking place.

Many Return to old Employment

Between August 1, 1945 (when comprehensive records on reinstatement were first started), and September 30, 1946, at least 164,961 veterans returned to their old employment. (Of this number 2,036 were women.) It is estimated that more than 200,000 ex-service personnel have returned to their pre-enlistment employment, and of course all of them share the protection of the Act, Dr. MacNamara said.

He quoted the Minister of Labour as having frequently expressed the opinion that the suc-

cess of this legislation is due as much to the sincere desire on the part of Canadian employers to see their veteran employees successfully re-established, as it has been due to the requirements of the Act. Field officers tell us that employers, with few exceptions, have continued to carry out the spirit and intention of reinstatement—in numerous instances far exceeding the legal requirements of the Act when it came to the terms under which they have taken their employee veterans back.

About one per cent of all veterans applying for reinstatement have needed the assistance of the Reinstatement Officers in the National Employment Offices. In practically every instance where veterans have approached these officers, inquiry has developed that it has been merely a case of misunderstanding on the part of the veteran or the employer as to the requirements of the Act. As a result only four prosecutions have been entered under the Act up to date—a very gratifying showing indeed.

Dr. MacNamara stated that there is evidence that some veterans are becoming re-established in civilian employment other than that which they held previous to enlistment but without notifying their pre-enlistment employers of this fact. As a result the Labour Department has been advising every employer who is holding open a job for a veteran employee with whom he has lost touch, to make inquiries to find out if the former employee has been discharged from the Armed Forces, and whether the man will be back. Otherwise, jobs available to other veterans may be tied up.

He pointed out that the reinstatement period for a member of the Interim Force by authority of the Act automatically commenced on April 30, 1946, unless he or she had applied for discharge prior to that date. The records of the Interim Forces indicate that practically all of those who applied for discharge prior to the end of April, have now been released.

Deadline for Seamen

Referring to merchant seamen, Dr. MacNamara said that December 31, 1946, is the latest date upon which the service of a merchant seaman will be deemed to have termin-

ated for purposes of reinstatement. However, if the seaman is on a voyage in coastwise waters or in waters outside the territorial limits of Canada on this date, his service will not be considered to have terminated until the voyage is concluded.

Although small in number—only 60 are affected—an important group of persons, who served the Allied cause out of uniform and

out of the ordinary way, now are entitled to reinstatement under the Act, through the adoption of the Special Operators War Service Benefits Act. Included among these men are several who parachuted behind the enemy lines during the war to carry out special work. As they were not members of the regular Allied Forces, special legislation was necessary before they could benefit from rehabilitation legislation.

Finding Employment for Older Veterans

REPRESENTATIVES of the Departments of Veterans Affairs and Labour, in a series of recent meetings, have evolved plans to facilitate the placement of dual war veterans. This problem, one of the phases of re-establishing veterans in civilian employment, arises out of the fact that a considerable number of men were on active service with the Armed Forces during the two world wars. These men—officially known as “Dual War Veterans”—number about 50,000. However, half of this number have become re-established without difficulty since they were able to return to their own businesses or firms, to their professions or their pre-enlistment employment.

This task is being carried out on a co-operative basis between both departments. Colonel P. T. Philpott, a veteran of both wars, has been appointed as Advisers to the Deputy Minister of Veterans Affairs on matters concerning veterans of both wars. The Veterans Placement Division of the National Employment Service is giving special attention to the problem and a Veterans Employment Adviser has been delegated in each of the five Regions across Canada to carry out organization of placement of dual war veterans.

During the past six months employment statistics gathered by National Employment Service have shown that through their offices, upwards of 5,000 of these dual veterans have been placed with employers. It is considered now that it will be necessary to launch an

educational campaign to inform employers of the capabilities of these older workers. The basis of this appeal is that the older veteran is highly suitable for jobs which demand a low degree of physical exertion, but in which the chief prerequisites are loyalty, experience and trustworthiness. Officials of both departments feel that the employment of a person, other than an older worker is jobs described as “sedentary” and “dead end” is contrary to the best principles of selective placement.

To open this educational campaign Colonel Philpott has prepared a report explaining the background of the problem of dual war veterans, and outlining the suggestions which in the opinion of his department will provide a solution. In his report Colonel Philpott drew attention to the employment difficulties encountered by the “dual veterans” arising from the bugbear—“too old.” He emphasized the need for machinery to assist such men in obtaining light manual jobs. To do this, the National Employment Service is providing an intensified service through their regional executive and professional divisions to step up employer relations activities with a view to giving each veteran personal service assistance in obtaining employment. The report states, also, that the Civil Service Commission has agreed not to discriminate on the ground of age in civil service competitions, so that the older veteran will be graded solely on his qualifications and suitability for the work to be done.

Findings of Sample Survey of Veterans

SOME of the findings of a Dominion-wide sample survey of veterans conducted on behalf of the Department of Veterans Affairs were announced by the Minister, Hon. Ian Mackenzie, late in November. He explained the purpose of the survey was to obtain information needed to guide the future progress of the Canadian rehabilitation program.

This information, the Minister said, was

not available to the department through its normal channels of administration. To obtain it, the Dominion Bureau of Statistics interviewed between 5,000 and 6,000 representative veterans last July, and a variety of data has now been tabulated from the completed questionnaires.

The sample was small compared to the country's veteran population, but the veterans

chosen for interview were selected with great care in order to achieve a minimum of error in the survey.

The following are some of its findings:

Thirty-one per cent of Canada's veterans were from 25 to 29 years of age. More than 28 per cent were from 20 to 24, and 18 per cent were from 30 to 34. More than 60 per cent of veterans were married. Of the married ex-service men and women, more than half were married during their service or after discharge. About 18,000 service men married service women while both were in the forces. About 12 per cent of veterans were living on farms.

More veterans were living in British Columbia, Ontario, Quebec and Nova Scotia than had enlisted from those provinces. Prince Edward Island's veteran population was the same as its enlistment figure, while the remaining provinces of Canada showed a decrease of veterans as compared to enlistments. British Columbia itself showed an increase of more than 16 per cent in veterans as compared to enlistments from that province.

In 1944 the average waiting period between the time of discharge and arrival of the veteran's first gratuity cheque was three months. In 1945 this delay lessened to two months, and in 1946 to one month.

Veterans questioned on their intended use of re-establishment credit indicated that present trends towards purchase of furniture and homes will continue to constitute the major use of this form of rehabilitation assistance.

Thirty-one per cent of veterans were engaged in manufacturing, according to the estimated industrial distribution of employed veterans, prepared from the survey. Seventeen per cent were in trade, finance and insurance, and the same percentage in service employment—laundries, garages, et cetera. Eleven per cent were in agriculture and the same proportion in transportation and communication work. Nine per cent were in construction employment, two per cent in mining. Two per cent in all were engaged in forestry, fishing and trapping. About 82 per cent of veterans were in paid employment, while some 15 per cent were self-employed. The remainder were unpaid family workers on a farm or in business. About half of all unemployed veterans have no occupation or trade.

Hardly any unemployed women veterans were seeking permanent jobs; nearly all wanted jobs that would last less than a year.

Seventy-six per cent of veterans obtain a job within a month after discharge or completion of training. Eighty-six per cent get a job within two months, it was reported.

Settlement of Veterans on Small Holdings

THE speed of settlement under the Veterans Land Act has been accelerated greatly during the last six months, Honourable Ian A. Mackenzie, Minister of Veterans Affairs, stated recently in releasing figures on operations of the Veterans Land Act during the month of October. During the last month, he said, the Veterans Land Act Administration approved 2,217 settlements of all types. This, he said, compared with a total approved in the month of April of 1,164.

Leading the October figures was a total of 1,096 approved for full-time farming. During the same month a total of 1,190 applications were received. Small holdings were almost as popular as full-time farming, with a total of 948 applications from veterans for financial assistance being approved. During the month there was a total of 786 applications for assistance received. "At the present time, as these figures indicate, we are keeping up with the applications and eating into the backlog", Mr. Mackenzie stated.

The average size of the small holdings approved during the month of October, Mr.

Mackenzie said, was 4.4 acres. The total expenditure approved for land and existing permanent improvements in the small holding division during the month was \$2,942,226. An additional amount of \$1,794,765 was approved for permanent improvements to be effected, while \$314,078 was approved for stock and equipment.

The average size of the 1,096 full-time farming units approved in October is 220 acres. The amount approved for expenditure was \$4,013,699 for land and existing improvements plus \$367,918 for additional improvements. Under the heading of stock and equipment approvals totalled \$1,235,276. In addition to full-time farming and small holdings, settlement of 44 commercial fishermen was approved during the month, while 123 were settled on Provincial Crown Lands, and 8 were settled on small holdings on Dominion lands.

October settlements brought the total of approved settlements to 21,702. Of this total 12,592 have been approved for full-time farming, 8,796 for small holdings, and 314 for commercial fishing.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

White Circle Limited, Sydney, N.S., and Sydney Dry Cleaning and Laundry Workers' Union.

Leek and Company, Limited, *et al* and United Association of Plumbers and Steamfitters, Local 170.

Shipping Federation of British Columbia and International Longshoremen's Association, Local No. 38-163.

Saskatchewan Co-operative Producers Limited, Saskatchewan Co-operative Livestock Producers Limited, Saskatchewan Pool Elevators Limited, Regina, Sask., Modern Press Limited, Saskatoon, Sask.

United Brotherhood of Carpenters and Joiners, Local 1386, Saint John, N.B., and certain building contractors in Saint John, N.B.

The Toronto Transportation Commission.

Dominion Steel and Coal Corporation Limited, and United Steelworkers of America, Local 1064, Sydney, N.S.

Standard Clay Products, Limited, and Canadian Union of Clay Products Workers, Local No. 1.

Standard Chemical Company, Limited, Toronto, Ont.

Trent Cotton Company, Limited, Hamilton, Ont.

Aluminum Company of Canada, Limited, Windsor, Ont.

Re: White Circle Limited, Sydney, N.S., and Sydney Dry Cleaning and Laundry Workers Union

Reasons for Decision

This is an application for leave to appeal and an appeal from a Finding and Direction of the Regional War Labour Board for Nova Scotia, dated July 11, 1946. In and by that decision, the Nova Scotia Board directed the Company to pay certain increased wage rates to its employees.

The Company does not object to payment of increased wage rates but states that it is financially unable to absorb the increased cost which the directed wage increase would entail. We have examined carefully the financial statements which the Company has filed with us and, while we appreciate the fact that payment of the increased wage rates may exercise some hardship on the employer, we do not find that the employer has discharged the onus of proof which is incumbent upon him for the purposes of the Wartime Wages Control Order, 1943, when raising the plea of inability to pay.

The Company objects to having to pay the increased wage rates retroactively. The application by the Union to the Regional Board was made on May 27, 1946. The Board issued its decision on July 11, 1946, and directed the Company to pay the increased wage rates retroactively to April 1, 1946, at which time negotiations for increased wage rates commenced between the parties. With much respect, we cannot agree with the Regional Board's decision to make its decision effective retroactively to April 1. Having regard for the nature of the Company's business and the effect of retroactivity, we are of the opinion that the decision of the Regional War Labour Board for Nova Scotia should become effective on July 11, 1946, the day on which the Finding and Direction was issued.

Finding and Direction will be issued accordingly.

November 9, 1946.

Re: Leek and Company, Limited, et al, and United Association of Plumbers and Steamfitters, Local 170

Reasons for Decision

This is an appeal made by some thirty-three (33) employers of Journeymen Plumbers and Helpers in the Vancouver area from two Findings and Directions issued by the Regional War Labour Board for British Columbia,

dated August 5, 1946, and August 19, 1946, by which Findings and Directions the said Regional Board directed the employers to pay certain increased wage rates to "Journeymen Plumbers" and "Helpers". Leave to appeal was granted by the Regional Board.

The effect of the Regional Board's two Findings and Directions is to increase wage rates for the occupational classifications of Journeymen Plumbers and Plumbers' Helpers by sixteen (16c.) cents per hour. While the increases are substantial we cannot be unmindful of the recent trend in increases of wage rates in the construction industry in the Vancouver area. Journeymen Plumbers and their Helpers have always enjoyed certain wage rates in a fairly definite relationship to the rates of other trades in the construction industry. We are familiar with the construction rates in the Vancouver area generally and it is clear that the wage rates directed by the Regional Board for Journeymen Plumbers and their Helpers are in the proper proportion with other construction rates. In view of the wage level currently existing in the construction industry in Greater Vancouver it would be manifestly unfair and discriminatory not to allow wage rates for Journeymen Plumbers and their Helpers to hold their same relative position.

There is merit to the employers' contention that increased wage rates for the plumbing trades should not have retroactive effect. Both of the Regional Board's Findings and Directions provided for retroactivity. In directing retroactivity in the implementation of increased wage rates it is imperative that

due regard should be had for the nature of the trade or industry and the effect of retroactivity in the employer's operations. It was represented to this Board by the employers that a good deal of the employers' operations are based on contracts obtainable by tender. It is obvious that tenders for contracts are made on the basis of ascertainable costs, including labour costs. An increase in labour costs places an employer on his guard in planning his operations; retroactivity in increased costs places the matter entirely beyond the employer's control. In addition, a fair portion of the employers' operations consists of repair work involving a "charge-out" rate by the employer for work done by his Journeymen Plumbers and Helpers. In such circumstances, it is unfair to impose retroactivity upon an employer as he cannot possibly recoup himself in connection with past business where the repair services have been performed and the "charge-out" rate paid. Under the circumstances, therefore, we think it would be just and reasonable to render the two Findings and Directions effective as of the dates of their making by the Regional Board.

Finding and Direction will be issued accordingly.

November 12, 1946.

Re: Leek and Company, Limited, et al., and United Association of Plumbers and Steamfitters, Local 170

Reasons for Decision

The employers' appeal from a decision of the Regional War Labour Board for British Columbia, dated September 16, 1946, in which the employers were directed to pay certain increased wage rates to the occupational classifications of "Oil Burner Mechanic" and "Stoker Mechanic."

Our decision in this case is based upon the same principle as is indicated in our Reasons for Decision dated November 12, 1946, Leek and Company Limited, and United Association of Plumbers and Steamfitters, Local 170. For the same reasons as we expressed in our said Reasons for Decision, we confirm the increased wage rates directed by the Regional Board.

In this case, as in the case of the other appeal, the Regional Board directed the increased wage rates to become effective retroactively. The Finding and Direction though dated September 16, 1946, is stated to be effective as of August 13, 1946. In our Reasons for Decision in the previous decision we indicated our reason for refusal to direct retroactivity. Those reasons apply with equal force to the present appeal and for the same reasons we hold that the effective date should have been the date of the Finding and Direction, namely, September 16, 1946.

Finding and Direction will be issued accordingly.

November 13, 1946.

Re: Shipping Federation of British Columbia and International Longshoremen's Association Local No. 38-163

Reasons for Decision

This is a joint application by the Federation on behalf of its member Companies, and the Longshoremen's Association representing the employees of those Companies, for permission

to increase by 7 cents an hour the basic straight time rate paid to occupational classifications of longshore labour engaged in loading and discharging coastwise vessels at the Port of Vancouver and to increase proportionately

wage rates applicable to work done during overtime hours and meal periods.

On May 28 of this year, the Federation and the Association made a joint application to this Board for permission to increase wage rates and to adjust working conditions for members of the Association employed by the members of the Federation. By that application the Board was requested to approve an increase of 10 cents an hour in the basic wage rate and to approve several changes in working conditions. The National Board by Finding and Direction dated June 4, 1946, approved the application.

A collective agreement dated June 8, 1946, was entered into between the Federation and the Association. Forming part of the agreement is Schedule A which sets forth the wage rates and working conditions which were approved in the decision of June 4, 1946.

The agreement also contains the following paragraph:

12. This agreement, including Schedules "A" and "B" hereof, shall become effective as from the date hereof and shall remain in effect to and including 7th day of June, 1947, and shall be considered as renewed from year to year thereafter by the respective parties unless either party shall give written notice to the other of its desire to modify or terminate the same; said notice to be given at least sixty (60) days prior to any expiration date, and if such notice is not given, the agreement

shall be deemed to be renewed for the succeeding year.

While the agreement is dated subsequent to our June Decision, we were aware of its terms at the time of that Decision. There is nothing ambiguous about the above-quoted paragraph. It means that the wage rates approved on June 4 shall continue undisturbed until June 7, 1947. We recognize that any contract may be modified if all parties to the contract agree to such modification. It should be pointed out, however, that the National Board, when approving the application, relied upon the terms of that agreement, including the term relating to duration, as providing some stability in wage rates and working conditions for longshore work on coastwise vessels.

It is our understanding that if wage rates were increased the employers concerned would recover the increased labour cost by increasing the charges for the services rendered. Such increase in service charges might be countenanced if the men who provide those services were not receiving just and reasonable wages. In this case the basic straight time rate (the lowest rate paid) is \$1.10 per hour. In our view that is a reasonable rate for the work performed.

In the circumstances we are not prepared to approve the application.

December 2, 1946.

Re: Saskatchewan Co-operative Producers Limited, Saskatchewan Co-operative Livestock Producers Limited, Saskatchewan Pool Elevators Limited, Regina, Sask., Modern Press Limited, Saskatoon, Sask.

Reasons for Decision

The above Companies appeal to this Board from decisions of the Regional War Labour Board for Saskatchewan, dated September 19 and October 10, 1946.

The question involved in this case is that of adjustment of wage rates. The Saskatchewan Co-operative Producers Limited and its subsidiaries carry on operations in the provinces of Saskatchewan, Manitoba and Ontario. The Companies recently applied simultaneously to the Regional War Labour Boards in each of these three provinces requesting the same amount of increase for their employees. The Companies' applications were granted by the Manitoba and Ontario Boards but only partially granted by the Saskatchewan Board. Speaking in general terms, the Manitoba and Ontario Boards granted increases amounting to Fifteen (\$15.00) dollars per month while the Saskatchewan Board allowed increases of only Ten (\$10.00) dollars per month. The Companies contend that, in the interest of uniformity, their employees in Saskatchewan

should receive the same quantum increase as was given to the Manitoba and Ontario employees. The Company argues that it has always applied the same treatment to its employees in the three provinces with respect to adjustment of wage rates. We cannot overlook the fact that the Regional War Labour Boards for Ontario and Manitoba allowed the same quantum increase which the Company requested in respect of their employees in Saskatchewan. In addition, head offices for the Company's operations are located in Saskatchewan and the bulk of the staff is there employed. We have examined the wage rates requested by the Company and consider them to be fair and reasonable.

Having regard for the desirability of providing for uniformity in the administration of the Wartime Wages Control Order, 1943, P.C. 9384, as amended, and for the other reasons herein stated above we are of the opinion that the appeal should be allowed.

Finding and Direction accordingly.

November 29, 1946.

Re: United Brotherhood of Carpenters and Joiners Local 1386, Saint John, N.B., and certain building contractors in Saint John, N.B.

Reasons for Decision

The Union appeals from a finding and Direction of the Regional War Labour Board for New Brunswick, dated June 27, 1946. By that Finding and Direction the Regional Board directed the building contractors to increase their wage rate for carpenters. The Union, however, contends that the wage rate directed by the Board is not high enough.

It is unnecessary for us to consider this matter at very great length. The Regional War Labour Board for New Brunswick had at its disposal information concerning the overall wage structure in the construction industry in Saint John, N.B. Having regard for the wage adjustments which had been made in the

industry in Saint John the Regional Board was in a position to decide the general relationship to the wage structure of those engaged in the carpenters trade. The rate set by the Regional Board is in itself reasonable and appears to have a proper relationship to prevailing rates in the construction industry. We are of the opinion that the Regional Board applied the proper principles in their consideration of this case and we believe that the rate set by them for carpenters in Saint John is just and reasonable within the meaning of the Wartime Wages Control Order 1943, P.C. 9384, as amended.

The appeal is, therefore, dismissed. Finding and Direction accordingly.

November 18, 1946.

Re: The Toronto Transportation Commission

Reasons for Decision

This is an appeal by The Toronto Transportation Commission from a Finding and Direction of the Regional War Labour Board for Ontario, dated September 6, 1946, by which Finding and Direction the Commission was authorized to pay certain single wage rates for various monthly rated supervisory personnel in its Operating and Maintenance Departments.

The Commission submitted to the Regional Board an application requesting approval of certain ranges of wage rates. At the same time, the Commission indicated to the Regional Board the proposed rates within each range which it intended to implement immediately if its application were approved. The Regional Board authorized the Company to increase its wage rates but limited the increases only to the rates which the Company proposed to implement immediately and specified them as single wage rates. The Commission contends that the Regional Board's disposition of their application is not adequate for their purposes. In support of its appeal, the Commission has brought certain relevant information to the attention of this Board. It appears that the Commission engaged a firm of qualified industrial engineers to conduct a detailed job analysis and job evaluation. On the basis of this job evaluation, the Commission first applied to the Regional Board for approval of certain ranges of rates for hourly-rated occupations of employees who come under the jurisdiction of the supervisory positions covered by this appeal. The said application was approved by the Regional Board. The Commission then submitted a second applica-

tion in connection with the supervisory employees which application is merely a projection of the job analysis and which is intended to round out the job structure of the Company. It is contended by the Commission that the failure to approve of its application, as submitted, frustrates the full effect of its job evaluation plan. Further, it is stated that the Regional Board's authorization of payment of a single wage rate for each occupational classification instead of a range of rates, as requested, removes the incentive for the supervisory employee.

We are favourably impressed with the Commission's arguments. The job evaluation which was undertaken in this case appears to have been carefully conducted. Having regard for the fact that the Company's proposal in respect of its hourly-rated employees was approved by the Regional Board and that the inherent principle in the job analysis was the same in the case of the supervisory employees, we are of the opinion that if the rates are in themselves reasonable we should not do anything which might obstruct the general workings of the job evaluation plan.

We have investigated the wage rates for the employees affected by this appeal and we have noted that the increases in their wage rates from August 1939 up to the present time have been modest. We believe that it would be consistent with the provisions of the Wartime Wages Control Order, 1943, P.C. 9384, as amended, to allow the Company to implement the ranges of rates which it requests.

The appeal is, therefore, allowed. Finding and Direction will be issued accordingly.

November 19, 1946.

Re: Dominion Steel and Coal Corporation Limited, and United Steelworkers of America, Local 1064, Sydney, N.S.

Reasons for Decision

On May 30, 1946, the National War Labour Board as then constituted, dismissed the Union's appeal from a Decision of the Regional War Labour Board for Nova Scotia, dated January 8, 1946. The Union had asked the Regional Board to direct the Company to establish a minimum earning rate of 64½ cents an hour for all 8-hour employees over 18 years of age being paid hourly, tonnage or piece work rates or a combination of such rates which resulted in earnings of 59½ cents to 60½ cents an hour. The Regional Board was also asked to direct increases of 4 cents an hour for all 8-hour employees over 18 years of age, excepting those employees who were affected by the Direction of the National War Labour Board, dated May 4, 1945 (L.G. June, 1945, p. 820). Corresponding increases were requested for all other employees working on shifts of more than 8 hours' duration.

At the time of the hearing the Regional Board comprised four members. They divided equally on the Decision and the application failed. It is also of interest to note that the members of the National Board were not unanimous in their Decision (L.G. June, 1946, p. 746).

On July 8, 1946, Counsel for the United Steelworkers of America, made application for reconsideration by the National Board of its May 30 decision. A day or two later, the employees of the Company went on strike. It is the established practice of this Board to decline to deal with any case whenever the employees concerned in that case are on strike. In keeping with that practice, the Board deferred consideration of the case pending the settlement of the issues involved in the strike, and the return to work by the employees. Immediately after the end of the strike, the National Board requested Counsel for the Union to file material in support of the motion. Copy of that material was also served on Counsel for the Company and the Company replied. The motion was set down for hearing and the parties appeared.

Counsel for the Company opposed the motion for reconsideration. He argued that the Board could not now exercise the power to rescind, revoke, amend or vary its previous Direction because the conditions which existed at the time when the Direction was made are not extant.

The power to rescind, revoke, amend or vary, is set out in Sub-section 1 of Section 30 of Wartime Wages Control Order, 1943. That Section reads as follows:

Where any power is conferred on the National Board under this Order to give any direction or order the power shall be construed as including a power exercisable in the like manner and subject to the like consent and conditions, if any, to rescind, revoke, amend or vary the direction or order.

The power to make the direction which followed the National Board's Decision of May 30, 1946, is set forth in Sub-section (2) of Section 11 of the Order, the appeal section. By Sub-section (3) of Section 11 the word "direction" as used in Sub-section (2) is given the same meaning as in Part II of the Order, which Part includes Section 30.

Section 30 purports to prescribe a form of procedure to be followed when a direction is being reviewed or reconsidered. We do not regard the Section as being mandatory, rather do we incline to the view that it is directory. However and in any event, the procedure followed on the motion for reconsideration is the same as that which was followed when the appeal was developed and heard. In this case the power to reconsider has been exercised in the same manner as were the Board's powers exercised on the appeal.

Section 30 proceeds to provide that the power should be exercised "subject to like consent and condition, if any . . ." We must confess that we are unable to ascribe any definite or clear-cut meaning to the last quoted expression. However, we believe it to be safe to say that if the Board found it appropriate in a case to approve a joint application, one made with the consent of all parties concerned, it would only be right to require those parties to give their consent before such approval was rescinded, revoked, varied or amended. In this case the element of consent has not been present in any form or at any time. It is also our view that a revocation, rescission, variation or amendment should not be made without taking into account and giving due weight to the law as it stood at the time when the Regional Board made its decision. This we believe is what is meant by "like conditions."

We hold that it is within the powers of this Board to reconsider its Decision of May 30, 1946.

We assume the responsibility of review of this case with utmost humility and with much respect for the members of the National Board who rendered the decision in question.

We have perused the evidence and written arguments submitted to the Board on appeal and on this motion. That perusal makes it apparent that reconsideration of the May 30 Decision involves a careful and detailed

review of all the disputes over wages and changes in wage rates which have taken place in the basic steel industry since the outbreak of World War II.

For the purposes of this Decision, the basic steel industry is intended to include Dominion Steel and Coal Corporation Limited, in respect of its steel plant at Sydney; Algoma Steel Corporation Limited, in respect of its steel plant at Sault Ste. Marie; and Steel Company of Canada, in respect of its plant at Hamilton.

At the outbreak of war the basic wage rate for unskilled labour at the Dominion Steel and Coal Corporation was 43½ cents an hour; at Algoma Steel Corporation 41½ cents an hour, and at Steel Company of Canada 46½ cents an hour.

On March 18, 1942, Local 2251, United Steelworkers of America, on behalf of the employees of Algoma Steel Corporation Limited, made application to the Ontario Regional Board for an increase in the basic wage rate for unskilled labour to 55 cents an hour. On March 31, 1942, Local 1064 of the same Union, representing the employees of Dominion Steel and Coal Corporation Limited, made application to the Regional War Labour Board for Nova Scotia for an increase in the basic wage rate for unskilled labour to 55 cents an hour.

The Nova Scotia Board dismissed the application made to it. The Ontario Board requested Algoma Steel and Local 2251 to negotiate with a view to reaching an agreement and, if possible, to present a joint application to the Board. Algoma and Local 2251 failed to reach an agreement.

On September 14, 1942, by Order in Council P.C. 8267, there was appointed a Royal Commission which later became known as the Barlow Commission. That Commission was charged with the duty of finding a solution for the problems concerning wage rates and working conditions at Algoma and Dominion Steel.

Early in January 1943, a majority report of the Commission and a minority report were filed with the Minister of Labour for Canada. That report contained certain recommendations, reference to which is not necessary at this time.

A few days after the publication of the report, the employees of Dominion Steel and of Algoma went on strike. The parties to the dispute met the Government and conferences were held as a result of which a "Memorandum of Understanding" was signed. The Memorandum became part of Order in Council P.C. 689, dated January 26, 1943. Upon passage of that Order in Council, the employees of both Companies returned to work.

Order in Council P.C. 689 and the Memorandum of Understanding are important for

two reasons. In the first place, it seems proper to assume that the employees concerned and the officers of their Unions relied upon those documents as providing the relief which they sought. The men returned to work. In the second place, the documents had the effect of placing Algoma and Dosco in a class by themselves so far as wage control is concerned. At least the Companies were in that class long enough to make it most difficult to apply the provisions of the Wages Orders from time to time in effect, in precisely the same manner as those provisions were applied to other industries operating in different provinces.

P.C. 689 superseded the Wages Order then in force. The operative part of the Order in Council reads as follows:—

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, and notwithstanding the provisions of any other law, order or regulation, is pleased to authorize and doth hereby authorize the Minister of Labour and the National War Labour Board to implement the proposed terms of settlement as set forth in the Memorandum of Understanding dated January 22, 1943, a copy of which is attached hereto.

The Memorandum of Understanding occupies an important position in this case. Indeed we regard it of such importance as to warrant its inclusion at this point of our Reasons for Decision.

January 22, 1943.

Memorandum of Understanding with Respect to the Settlement of the Dispute in the Steel Industry of Canada

The decision, as clarified, is as follows:

(1) That in the event of the steel workers now on strike returning immediately to work the Government will take immediate steps to implement the majority report of the Barlow Commission, namely:

1. That the management and the maintenance men enter into negotiations and that an application be made to the National War Labour Board for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steamfitters, millwrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications.

2. That time and a half be paid for the seventh consecutive day worked by any employee.

3. That arrangements be made for the making of a careful study having in view a reclassification and an evaluation of jobs.

4. That management-union-employee committees be appointed in the different departments of each Company.

The foregoing recommendations were also included in the minority report.

(2) The Government would be prepared to recommend that the Dominion Steel and Coal

Corporation in respect of its steel plant at Sydney, Nova Scotia, and the Algoma Steel Corporation in respect of its steel plant at Sault Ste. Marie, Ontario, be designated as national employers.

(3) If, as belonging to a national industry, the steel workers desire to present a new case to the National War Labour Board, they shall be free to do so.

(4) The Minister of Labour desires to be relieved of his duties as Chairman of the National War Labour Board, and therefore any new application by the steel workers will be considered by the National War Labour Board, headed by a Chairman who has not previously had the matter before him.

(5) The Government will undertake to recommend in the event of the steel workers desiring, as members of a national industry, to present a new submission to the National War Labour Board, that the Board be convened at the earliest opportunity.

(6) If the men return to work immediately the Government will immediately pass an order in council fixing 55 cents an hour as a minimum rate of earnings, effective from November 1, 1942, in the Sydney and Algoma Steel plants, the same rate to apply to its operations in the Trenton plant which are involved in the production of basic steel, the minimum rate of earnings of 55 cents an hour to be understood as including the cost of living bonus as of the present date. However, this provision shall not prejudice the right of the employees from making representations in respect to the cost of living bonus to the National War Labour Board and such representations may be considered by the Board on their merits and the Board may make such orders thereon as in its judgment are warranted. However, for the duration of the war, should the cost of living bonus be reduced the 55 cent minimum earning rate shall not be reduced, but should the cost of living bonus be increased as from the present time the earning rate of 55 cents shall be likewise increased, thus establishing a guaranteed minimum earning rate of 55 cents.

(7) The steel workers at Trenton may apply to the National War Labour Board to determine how far operations at Trenton are to be regarded as basic steel production.

It is understood that the Government will adhere to its price ceiling and wage stabilization policy.

Nothing in these terms of settlement shall decrease the previous earnings of any employee.

Pursuant to Order in Council P.C. 689, application was made to the National War Labour Board by United Steelworkers of America, acting on behalf of the workers represented by them and employed by Algoma and Dosco. The application specifically asked:

- (a) that the said firms be designated national employers under the terms of the by-laws of the National War Labour Board;
- (b) that the 55 cent minimum rate of earnings established by P.C. 689 and by the Memorandum of Understanding be

declared to be the minimum or base wage at each of the said plants; and

- (c) for payment, in addition to the said 55 cents, of a full cost of living bonus calculated on the rise in the cost of living since August, 1939.

The National Board's Reasons for Decision dated March 31, 1943 (L.G., April, 1942, p. 439 et sequi), in that case may be summarized as follows:

- (1) The Wage Control Order having been amended in the meantime to provide for appeals to the National Board from Regional Board decisions there was no longer need to declare the basic steel industry "national employers."
- (2) A minimum basic wage rate of 50 cents an hour was established for both Algoma and Dosco, plus a cost of living bonus of 9 cents an hour at both plants, with provision that despite any future decline in the cost of living index number the combined earnings should not drop below 55 cents an hour.

Thus we find His Excellency the Governor in Council, with the advice and consent of the Ministers of the Crown responsible to the Parliament of Canada giving an undertaking to fix a common guaranteed minimum earning rate at Algoma and Dosco. Further, we find the National War Labour Board implementing that undertaking. It is interesting to note what the National Board had to say on this point. At page 443 the following was said:

As to whether there should or should not be uniform minimum rate of earnings at both plants, we are not called upon to decide. P.C. 689 has decided that for us. This becomes more apparent when it is remembered that prior to P.C. 689 the minimum rate of earnings at Sydney was 52½ cents an hour and at Algoma 50½ cents an hour. Having in mind that the principle of uniformity appears to be undoubtedly established by P.C. 689, it appears to us that it should apply to the cost of living bonus as well.

The National Board's Decision of March 31, 1943, exhausted the Board's jurisdiction under P.C. 689, in so far as it was intended to govern the base rates at Algoma and Dosco. Another Decision of the National Board, dated September 9, 1943 (L.G., October, 1943, p. 1346), restored differentials which obtained prior to the March 31 Decision, between the base rates and the rates for semi-skilled and skilled employees at Algoma and Dosco. In deciding the question the Board had this to say in part:

We can understand and sympathize fully with the position of the more skilled workers whose differential was taken away when the base rate was increased to 50 cents per hour.

There has been no valid reason why their case should not have been dealt with long ago.

Accordingly, in the case of Dominion Steel and Coal Corporation Limited, we have reached the conclusion that in the case of workers receiving more than the former base rate of $43\frac{1}{2}$ cents per hour as at March 23, 1943, there should be a general increase of $6\frac{1}{2}$ cents per hour. In the case of Algoma Steel Corporation Limited, workers receiving more than the former base rate of $45\frac{1}{2}$ cents per hour as at March 23, 1943, should be entitled to a general increase of $4\frac{1}{2}$ cents per hour. It should be understood that the increases hereby directed apply to maintenance men as well as to production workers.

It will thus be seen that at least a substantial measure of uniformity in wage rates at Algoma and Dosco had been established. Except in the case of the wage rates for maintenance workers hereinafter referred to, all further adjustments in wages once more became subject to the provisions of the Wages Order. The important fact is that the National Board, acting under P.C. 689, recognized the principle of uniformity contemplated by that Order in Council and adjusted the wage rates at both plants accordingly. Thereafter all Boards concerned were obliged to recognize those rates, adjusted though they were under P.C. 689, as being the lawfully established rates for the purposes of the Wages Order. In these circumstances it is not surprising to find the steelworkers at one of the plants claiming an injustice or inequality in their rates whenever wage rates were adjusted at the other plant.

On May 31, 1943, the Ontario Regional Board approved a new base rate of 50 cents an hour excluding cost of living bonus of 9 cents for common labour employed by Steel Company of Canada Limited. This decision equalized the common labour or base rate at Algoma, Dosco and Stelco.

In July of 1943, the Regional Board for Ontario, on a further application by Stelco, approved the rate of 55 cents an hour for unskilled labour at the Hamilton plant of Stelco. This rate along with 9 cents cost of living bonus gave the employees total earnings of 64 cents an hour, later $64\frac{1}{2}$ cents when cost of living bonus was further adjusted. Certain increases were awarded to employees in receipt of higher wage rates.

In March 1944, the Ontario Board directed Algoma to increase the base rate from 50 to 55 cents an hour. The adjusted rate, plus the cost of living bonus, gave Algoma's base rated employees 64 cents an hour, the same as at Stelco. The application in the case included a request for graduated increases for the more highly paid employees. This part of the application was rejected by the Regional Board. After the time for appealing the

direction had expired, the Union applied to the Regional Board for the restoration of differentials which it alleged had been disturbed by previous Findings and Directions of the Ontario Board. The Regional Board dismissed the application and the Union appealed to the National Board. The National Board allowed the appeal in part. (See Reasons for Decision, L.G., April, 1945, p. 467.)

The activities of Local 2251 of United Steelworkers of America, in respect of certain employees of Algoma, were duplicated by Local 1064 of the same Union at Sydney, but with different results. The first application made by Local 1064 to the Nova Scotia Board was rejected and on appeal the Regional Board's Decision was confirmed. Subsequently Local 1064 made a further and similar application to the Nova Scotia Board. The Regional Board dismissed the second application and from that dismissal the Union appealed. The National Board's Decision on appeal is the one now under review.

The Memorandum of Understanding made reference to wage rates for maintenance groups at Algoma and Sydney. Applications were made by the United Steelworkers of America to the National Board for adjustments in wage rates for those groups. Other requests were included in the applications. The National Board proceeded to consider the applications under and in pursuance of P.C. 689. It was found necessary to appoint an officer of the Board, Mr. W. H. Ley, to make a factual study of the problems. In due course, Mr. Ley made his report. This report was afterwards approved by the National Board and wage rates for maintenance men at both plants were adjusted. We have been assured that the wage rates at Algoma were adjusted without regard for the rates at Sydney, and that the Sydney rates were not adjusted in the light of what had taken place at Algoma. Nevertheless, this much is significant, namely, that the rates fixed for the several grades of maintenance employees at Algoma bear such close resemblance to those at Sydney as to suggest a likeness in work performed and skill required.

In our view the action taken by the National Board in respect of maintenance workers at both plants constituted a further step along the road to uniformity. Admittedly that decision was made under P.C. 689, but the rates thereby established thereafter became and have continued to be a factor in any case where adjustment of wage rates for production workers in the plant in question was being considered under the Wages Order.

Having in mind the working and intent of P.C. 689 and the Memorandum of Understanding which have created factors peculiar to this situation, and with due regard to the sequence of events summarized herein, it is our view, with much respect, that the evidence and the weight of evidence supports the Union's contention that a gross inequality existed in the wage rates of the production workers at Sydney. In order to rectify that condition, certain wage adjustments are necessary. Those production workers whose hourly wage rates prior to January 8, 1946, were within a range shown in the first column hereunder, should receive the increase mentioned in the second column opposite that range as follows:

First Column (per hour)	Second Column (per hour)
(a) less than 61c.	5c.
(b) 61 to 64½c.	4c.
(c) 65 to 67c.	3½c.
(d) 67½ to 69½c.	3c.
(e) 70 to 72c.	2½c.
(f) 72½ to 74½c.	2c.
(g) 75 to 77c.	1½c.
(h) 77½ to 79½c.	1c.
(i) 80 to 89½c.	½c.
(j) 90c. or more.....	No increase

After considering all the factors involved in and peculiar to this case, we have come to the conclusion that it would not be appropriate to provide any retroactive effect to this decision. The increases shall come into effect commencing with the pay period which begins next after the date of this decision.

Finding and Direction accordingly.

November 26, 1946.

Dissenting Opinion

I regret not being able to concur with the opinion of the majority and with due deference I have endeavoured to summarize as shortly as possible the reasons for my dissenting opinion as follows:

This is an appeal from a decision of the Regional Board for Nova Scotia.

Re: Standard Clay Products, Limited, and Canadian Union of Clay Products Workers, Local No. 1

Reasons for Decision

This is an application for leave to appeal and an appeal by the Company from a Finding and Direction of the Regional War Labour Board for Quebec dated July 9, 1946.

The only question involved in the present appeal is with respect to the date upon which

In order to succeed, the appellant had to show before this Board that the Regional Board either acted on a wrong principle or misinterpreted the evidence. In my opinion he failed in his efforts to do so. In the present case, the Regional Board dismissed the application on the ground that the wages at Dosco were not low in comparison with the prevailing rates in the Sydney district. This is true in fact and also consistent with the practice of all the Labour Boards acting under the provisions of the Wages Order.

But the appellant rests his case on P.C. 689. Does P.C. 689 disturb the principles to be followed in the administration of the Wages Control Act? P.C. 689 does not declare that "parity should exist and be maintained in the future." It only declares that in order to settle a strike and to resume production of steel needed for the war, the *basic* wage shall be 50c. an hour at Dosco and also at Algoma.

I respectfully submit that P.C. 689 could not mean that if due to local conditions a Regional Board directs or authorizes an increase in wages at Sydney or at Algoma, the same increase must necessarily be given to the workers of the other place.

The Ontario Board on a joint application authorized an increase of 5c. at Hamilton either because there existed before the war a differential of 5c. in favour of Steel Company of Canada or that the wages paid at the time of the application were low in comparison with the prevailing rates in the Hamilton district. Later the same Board authorized the same basic increase at Algoma.

The Government fixed the basic wages to be paid from January, 1943, but left the door open for future adjustments under the Wages Control Order. The Regional Board gave an increase to Algoma based on local conditions. I am of the opinion that local conditions only could justify the Regional Board for Nova Scotia to authorize or direct an increase. The material filed does not show that such circumstances existed and consequently it is my opinion that the appeal should be dismissed.

(Signed) LUCIEN DUGAS,

Member.

the decision of the Regional Board is to become effective. A brief recital of the facts will indicate the nature of the dispute between the parties.

On December 15, 1945, the Union applied to the Regional War Labour Board for Quebec for certain adjustments in wage rates. The

Regional Board issued its Findings and Direction dated April 23, 1946, dismissing the Union's application on the sole ground that the Company had proven that it was financially unable to absorb the increases in wage rates. The Finding and Direction says, in part:

The Regional War Labour Board, after having consulted the Company and requested a financial statement, has carefully studied such statement and has found that the Company is financially unable to pay the new proposed wage rates and consequently cannot grant the application submitted by Local No. 1 of Canadian Union of Clay Products Workers.

Subsequently, upon the request of the Union, the case was reconsidered, at which time evidence was adduced to the effect that the Company had made application to and had received authority from the Wartime Prices and Trade Board for certain increases in the selling prices of its products, such increases to become effective as from July 1, 1946. The Regional Board apparently was satisfied that the price relief thus obtained by the Company placed it in a position where it could absorb the requested wage increases and by Finding and Direction dated July 9, 1946, the said Regional Board directed the Company to implement the increased wage rates requested by the Union. The Regional Board, however, declared that the wage increase was to become effective as from December 15, 1945, the date on which the Union first filed its application.

The Company contends that the effective date should not be December 15, 1945, but July 1, 1946, so that the wage increase would coincide with the date of the price increase granted by the Wartime Prices and Trade Board. The Union, on the other hand, urges that the price relief granted by the Prices Board enables the Company to absorb the

wage increases retroactive to December 15, 1945.

This Board has always been very reluctant to interfere with the discretion which is vested in a Regional Board with respect to the question of retroactivity. We have sought to make it clear that we would interfere with a Board's discretion on this score only if it could be shown that the Regional Board, in deciding upon the effective date, proceeded upon an improper or fallacious principle. With much respect, we feel that we must alter the Board's decision with respect to the effective date of its Finding and Direction of July 9.

Obviously, the Regional Board at the time that it first heard this application found, as a fact, that the Company had substantiated its plea of inability to pay. In view of the fact that the price relief was not obtained by the Company until July 1, 1946, it would follow that the Company's financial inability persisted up to the date on which it received price relief. It seems to us, therefore, that the Company should not be called upon to pay the increased wage rates for any period prior to the date on which its predicament of financial inability was dispelled. To require the Company to pay the increased wages retroactively to December 15, 1945, would be inconsistent with the First Finding and Direction of the Regional Board concerning the Company's financial inability.

For the reasons stated above, we are of the opinion that the effective date of the Regional Board's Finding and Direction should be July 1 1946, and not December 15, 1945.

The application for leave to appeal is granted and the appeal is allowed. Finding and Direction will be issued accordingly.

November 22, 1946.

Re: Standard Chemical Company Limited, Toronto, Ont.

Reasons for Decision

The Company applied to the Regional War Labour Board for Ontario for permission to establish occupational classifications and certain ranges of wage rates therefor covering several senior technical personnel. The Regional Board in two decisions, dated the 5th of September, 1946, granted the Company's request, in part, and reduced the maxima of the ranges requested. Leave to appeal was granted by the Regional Board.

The Company, in its appeal, submitted the statement to us that for the past two years it has been carrying out an extensive expansion program and, as a consequence, it required a greatly enlarged staff. The request

to establish the new classifications under consideration was made in order to obtain approval of wage rates for the key men who would implement this plan. It is obvious to us after consideration of the briefs submitted in this appeal that the exact position of the Company was not made sufficiently clear to the Regional Board.

Dealing with the classification "Research Engineer" it would appear that the particular individual concerned was the author of a special chemical process. The Company found it promising enough to employ this individual and to finance the necessary experiments required to complete the work and to apply the knowledge gained into a large scale pro-

ductive operation. The statement that such technician might require additional staff and hence the necessity of a range of rates in order to employ such staff seems to us to be reasonable. It also appears to us that the technical skill and experience, together with the special circumstances under which this man was employed make it not unreasonable to grant the wage rate requested. We, therefore, allow the appeal in this regard.

The Company in its statement covering the appeal of the classifications dealt with in the other decision issued on the same day by

the Regional Board, outlined the work content of these positions in detail. We have examined this statement and have come to the conclusion that in order to enable the Company to attract the type of individual required to fill such position calls for a rather more generous range of wage rates than those permitted by the Regional Board but not quite to the extent originally requested. We therefore allow the appeal, in part, in regard to these positions, the newly-authorized rates to be shown in our Finding and Direction.

November 25, 1946.

Re: Trent Cotton Company Limited, Hamilton, Ont.

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the Company appeals from a decision of that Board dated August 16, 1946.

A brief recital of the facts of this case will be helpful to a clear understanding of the appeal. The Company applied to the Regional War Labour Board for Ontario simultaneously for an eight and one-half (8½%) per cent increase in wage rates for (1) its hourly-rated and piece-work employees and (2) its supervisory and clerical employees. The Regional Board approved the application in respect of the first group of employees but denied the application concerning the supervisory and clerical employees. The Company contends that the same treatment should be given to the supervisory and clerical employees as was given to the production employees.

Generally speaking, it is not the policy of this Board to apply percentage increases to

various types of employees since the higher-rated employee benefits to a greater extent than does the lower-rated employee. In the present case, however, it has not been necessary for us to decide the case on the principle of the application of a uniform percentage increase; rather have we been able to arrive at a decision on the basis of the level of the wage rates involved. We have had an opportunity of comparing the wage rates requested by the Company for the employees affected with those paid by a similar company to similar occupational classifications in a similar locality. Our investigation has led us to the conclusion that the rates requested by the Company are just and reasonable within the meaning of Section 21 (a) of the Wartime Wages Control Order, 1943, P.C. 9384, as amended.

Under the circumstances, therefore, the appeal is allowed and the wage rates requested are approved. Finding and Direction will be issued accordingly.

November 28, 1946.

Re: Aluminum Company of Canada, Limited, Windsor, Ont.

Reasons for Decision

This is an appeal by the Company from a Finding and Direction of the Regional War Labour Board for Ontario, dated September, 1946, in which the Regional Board allowed only, in part, the Company's application for an increase in the range of wage rates in respect of the occupational classification of "Secretary". Leave to appeal was granted by the Regional Board.

The Company has a sales office in Windsor, Ontario, which is staffed with five employees and which is considered by the Company as an important outlet in that it services a considerable number of industries in the Windsor area. The Company has represented to us

that the employee concerned in this appeal is required to perform secretarial work of a specialized and confidential nature, supervise the office, interview clients, make reports and institute correspondence. On occasion he performs the duties of a salesman. It is apparent from the Company's submission to this Board that the employee herein concerned is called upon to perform duties far beyond those generally attributed to the occupational classification of "Secretary".

In our view the range of wage rates suggested by the Company for its "Secretary" is reasonable. In the circumstances, the appeal is allowed and Finding and Direction will be issued accordingly.

November 28, 1946.

Re: S. C. Johnson & Son, Limited, Brantford, Ont.

Reasons for Decision

This is an application by the Company for leave to appeal and an appeal from a Finding and Direction of the Regional War Labour Board for Ontario, dated September 6, 1946.

The Company requests authority to reduce its normal working week from forty-five (45) hours to forty (40) hours and to seek approval for certain increases in respect of various occupational classifications with effect as from June 20, 1946. The increase herein requested is made as the result of a job evaluation which was recently conducted by the Company and which had as its object the establishment of wage rates for the various occupational classifications which would have a proper relationship to each other.

We have examined into the wage rates requested by the Company and consider them to be just and reasonable within the meaning of Section 20 (1) (a) of the Wartime Wages Control Order, 1943, P.C. 9384, as amended. We have had an opportunity of comparing the wage rates in this plant with those paid for the same occupational classifications in other plants in the same locality or similar localities. Our investigation has borne out our opinion that it would be just and reasonable to allow the rates requested by the Company.

The application for leave to appeal and the appeal are allowed. Finding and Direction accordingly.

December 2, 1946.

Re: The Ottawa Electric Railway Company and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division 279

Reasons for Decision

An application by the Association for an order directing the Company to increase wages by 20 cents an hour for employees in the occupational classifications covered by collective agreement made between the Company and the Association. The Association also requests the Board to order certain changes in working conditions affecting pay for work performed on statutory holidays.

The Association alleges that the current wage rates of the employees concerned are not just and reasonable because they are low in comparison with the wage rates paid to employees of comparable street railway systems.

The Company opposes the application. Its argument is that previous increases in wage rates directed by the National War Labour Board for the employees concerned have established a fair and reasonable scale of wage rates for the services performed, and that no further increase is warranted in the light of the Company's earnings and profit history in pre-war years, which history, the Company says, might repeat itself.

Most of the 750 employees covered by the collective agreement are tram and bus operators. Employees in the Company's car shop and barn, bus garage, power plants and line and track departments are also interested in the application.

The evidence submitted supports the Association's allegation, but it falls far short of proving that the wage rates should be increased by 20 cents an hour.

There are four hourly rates presently in effect for tram and bus operators. Those rates are 68 cents for the first six months of service, 70 cents for the second six months, 71 cents for the third six months and 73 cents an hour thereafter. Thus we find a spread of only 5 cents an hour between the rates for the beginner and the fully qualified and experienced operators. Such is not the prevailing condition in other street railway systems. In the circumstances it would not be proper to grant a general increase to all operators. From the information we have on hand, it would appear that the following hourly rates would be reasonable, namely: 70 cents an hour for the first six months, 74 cents for the second six months, 78 cents for the third six months and 80 cents thereafter.

An analysis of the wage schedule in effect for the shop trades and employees in the power plant and line and track departments reveals, for the most part, reasonably accurate differentials between occupational classifications and between grades within the classifications. Possibly a job evaluation would disclose some inequities, but at this time we need not concern ourselves with such a possibility.

After taking into account all the circumstances of this case, and after noting the wage rates that are paid by comparable employers to employees in the same or substantially similar occupational classifications, we have come to the conclusion that the wage rates for the several occupational classifications of employees in the car shop and barn, bus garage, power plant, line department and track

department, should be increased by 6 cents an hour. The car changer (operator), however, should have 7 cents added to his present rate.

The adjustments aforementioned would, in our opinion, provide just and reasonable rates for the employees concerned.

The Company's financial position, as we see it, does not reveal inability to pay the wage increases proposed. Evidence was tendered to show that the Company must carry at least thirty-five million passengers per annum in order that it might operate on a fair and reasonable basis. In 1939, the Ottawa Electric carried 21,593,758 passengers. In 1945, it carried 60,376,356 passengers. According to the Company's statement showing the passenger traffic during 1946 to November 20, the Company will, this year, handle the greatest volume of traffic in its history.

Reference was made to the possible effect that greater use of automobiles would have on the number of passengers carried by the Company. There is no doubt but that greater use of automobiles by people going to and from the business sections of the city would reduce the Company's earnings. Such greater use does not appear to be the case. The withdrawal of gasoline rationing, for example, has not caused the Company's traffic volume to diminish. Moreover, it would appear that parking facilities in the business sections are

such as to preclude the possibility of any untoward increase in the use of the automobile as a direct competitor of the Company's street railway system.

On March 25, 1946, the Association served notice on the Company that it desired changes in wage rates and working conditions with effect of May 1, 1946, the expiry date of the collective agreement. Negotiations were undertaken by the parties. The issues involved were not settled by or through those negotiations. The application in this case was filed by the Association in September. In the application we were requested to provide that any increases we might find appropriate should be paid from May 1, 1946. As a rule we do not provide retroactive effect for any decision beyond the date of application. The facts of this case, however, make it appear that it would be just to require the Company to pay the increased rates from May 1, 1946.

At the hearing the parties filed with this Board, a joint request for an authorization to the Company to pay overtime and a special rate of pay for work performed on certain days and under certain conditions. The request seems reasonable and we approve same with effect from November 21, 1946.

Finding and Direction accordingly.

December 3, 1946.

Re: Gatineau Bus Company Limited, and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division No. 591

Reasons for Decision

The Association applied for an order directing the Company to increase wage rates by 15 cents an hour for bus drivers and garage employees. The Company opposed the application.

At the hearing the Association argued that because of an increase in passenger traffic on the Company's bus lines added responsibility and effort had to be assumed and made by the bus operators. Additional argument presented was to the effect that the wage rates paid the employees concerned are lower than those in effect for similar classifications in other comparable transportation systems.

The Company took issue with both arguments.

We are not impressed with the Association's argument that the wage rates should be increased because of increased traffic. In any event the Association failed to present any evidence on this point. However, we find that certain increases are necessary to provide just and reasonable wage rates for the employees concerned. The increases are as follows: for chauffeur, carpenter, blacksmith and greaser, 7 cents an hour; for mechanics, 9 cents an hour; and for the bus washer, gas boy and gas boy (tire repairer) 5 cents an hour or its equivalent to the monthly rated employees.

The increases should come into effect on September 1, 1946.

Finding and Direction accordingly.

December 4, 1946.

Re: North American Lumber and Supply Company Limited, Winnipeg, Man.

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Ontario, dated June 20, 1946, wherein the Board declined to permit the Company to increase from 25 per cent to 33½ per cent the com-

mission on contract profit payable to the Company's managers in Ontario. Leave to appeal was granted by the Regional Board.

The Company defines "contract profit" as a supervision charge for a complete job of repairing or building. The amount of profit is

determined by subtracting from the contract price the total expenses including the selling price of all materials, the cost of labour and Workmen's Compensation. The difference is contract profit or loss.

Representations have been made to us by the Company that a commission of 33½ per cent on contract profits is quite common with respect to its managers in Manitoba and that it would be only fair to pay to its Ontario managers a similar commission. We have examined into the effect of such commission on actual earnings and we are of the opinion

that having regard to the degree of supervision which is required and the general effect of the increase of such commission, it would be just and reasonable to authorize the Company to increase its commission in respect of its Ontario managers from 25 per cent to 33½ per cent. The decision will be effective as from the date of the Company's application to the Regional Board.

Finding and Direction will be issued accordingly.

December 6, 1946.

Re: Windsor Plumbing and Heating Contractors Association and United Association of Plumbers and Steamfitters, Local Union No. 552, Windsor, Ont.

Reasons for Decision

This is a joint appeal by the above parties from a Finding and Direction of the Regional War Labour Board for Ontario, dated October 21, 1946. Leave to appeal was granted by the Regional Board.

A joint application was made to the Regional War Labour Board for Ontario requesting an increase in the wage rate for journeymen plumbers and steamfitters in the Windsor area. The Regional Board granted the application, in part. The parties contend, on appeal, that the request should have been granted in full and ask us to give effect to their original application.

On May 4, 1946, the Regional War Labour Board for Ontario authorized an increase in wage rates for the employees affected. The Regional Board has now authorized a second

increase within a period of a few months. To allow the appellants' claim would result in the establishment of the highest known rate for this trade in the Province of Ontario. Having regard to the increases granted by the Regional War Labour Board for Ontario to the employees affected by this application during the last few years and to the adequacy of the rate now authorized by the Regional Board, we are of the opinion that it would not be just and reasonable within the meaning of the Wartime Wages Control Order, 1943, to allow this appeal. We consider that it would have an unstabilizing effect upon the construction industry generally in the Windsor area.

For the reasons above stated, we are of the opinion that the appeal should be dismissed.

Finding and Direction will be issued accordingly.

December 6, 1946.

Re: Imperial Oil Limited, Calgary Refinery.

Reasons for Decision

This is an appeal by the Joint Industrial Council, representing both management and employees at the Calgary Refinery of Imperial Oil Limited. The Joint Industrial Council appeals from a Finding and Direction of the Regional War Labour Board for Alberta, dated August 21, 1946, whereby that Board declined the Council's application for permission to pay to wage earning employees (exclusive of those assigned to regular shift work) the equivalent of one day's pay for a statutory holiday when not worked.

The Regional Board refused to approve the application on the ground that "the custom of paying hourly or daily paid workers for statutory holidays not worked does not prevail in the province".

The Company operates refineries in several provinces. The condition of employment involved in this appeal has been approved by War Labour Boards having jurisdiction over

the Company's refineries in Nova Scotia, Quebec, Ontario and Saskatchewan. The Company has undertaken that the cost of implementing the said condition of employment will not result in any application for an increase in the prices of its petroleum products.

In view of the general adoption of the plan requested by the Company in its other refineries and the desirability of attaining uniformity of administration of the Wartime Wages Control Order, 1943, we are of the opinion that it would be just and reasonable for us to grant the Company's request. The appeal is allowed. The Board's approval will be confined to the six statutory holidays generally recognized, namely, New Years' Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day.

Finding and Direction will be issued accordingly.

December 9, 1946.

Re: Canadian Vickers Limited, Montreal, and International Brotherhood of Boilermakers and Iron Shipbuilders and Helpers of America, Lodges 271 and 373, Sheet Metal Workers' International Association, Local Union 116, International Brotherhood of Electrical Workers, Local 568, United Brotherhood of Carpenters and Joiners of America, Local 1558, Brotherhood of Painters and Decorators of America, Local 349, and United Association of Plumbers and Steamfitters, Local 144.

Reasons for Decision

This is an application by the Unions for an order directing Canadian Vickers Limited, to increase wage rates by 10 cents an hour. The application affects those employees of the Company who are covered in collective agreements with the applicant Unions and employed in the Company's shipyard and Engineering Department in Montreal. The Unions also request this Board to direct the Company to establish a 40 hour week, a reduction of 7½ hours in the present normal work week.

The Company opposes the application on the ground that the wage rates in effect for its employees are already higher than those paid by its principal competitors, Marine Industries Limited at Sorel, and Davie Shipbuilding Company at Lauzon. The Company alleges that any additional labour costs would materially affect its competitive position.

According to the record, Canadian Vickers Limited paid much higher wage rates than did Marine Industries or Davie Shipbuilding at the outbreak of World War II. As a result of the recommendation of the Gouin Royal Commission, an Order in Council P.C. 629, dated January 12, 1942, was passed. That Order in Council narrowed the differentials which had previously existed between the wage rates at Vickers and at Marine Industries. Again those differentials were narrowed when the National War Labour Board by Finding and Direction dated January 5, 1944, established two scales of wage rates for the several occupational classifications in the employ of the shipyards in Quebec and Ontario. One of those scales was for Zone I (designated in the Finding and Direction) in which Vickers is located; the other was for Zone II in which the above named competitors are located. The wage rates are now 5 cents an hour higher in Zone I than in Zone II. Thus we find a smaller differential now existing than when the parties were free to negotiate and establish wage rates by means of collective bargaining and without a direction of this Board.

It should be pointed out that the Union representing the employees of Marine Industries applied to this Board for an increase in wage rates for those employees and this Board heard argument in that case on the same day as the parties to this application appeared

before us. We are accordingly in position to examine the issues involved in both cases at the same time.

The Company's representative informed us that a substantial shipbuilding program is under way at its Montreal shipyard. It was said that this program was developed despite the competition of foreign shipbuilding establishments. Such information was no doubt divulged to support the Company's contention that any increase in labour costs would put its competitive position in jeopardy. Having in mind the relevant provisions of Wartime Wages Control Order, 1943, we regard the contention as tantamount to a plea of inability to pay without first increasing its contract prices for the construction of ships. No evidence was presented to support such a plea. Accordingly we are unable to give effect to it.

The rates established in this Board's Finding and Direction of January 5, 1944, are still in effect at the Company's shipyard. Of course, the Cost-of-Living Bonus was merged with those rates on February 15, 1944. Since the date of the said Finding and Direction, changes have taken place in wage rates for employees in heavy industry in the Montreal area. Moreover, certain increases in wage rates have been granted to employees of other shipyards affected by the said Finding and Direction.

After considering all the factors involved in this case, we have reached the conclusion that it would be just and reasonable to direct the Company to increase by 10 cents an hour the wage rates of its employees represented by the applicant Unions.

The Unions failed to show cause why the normal work week of the Company should be reduced to 40 hours. The Company, on the other hand, gave what appears to be substantial reasons why such reduction would not be appropriate at this time. We dismiss that branch of the Union's application.

In view of all the circumstances of this case, we are not prepared to give any retroactive effect to this decision and will provide in our Finding and Direction that the increases hereby awarded shall come into effect on the date of this decision.

November 26, 1946.

Re: Marine Industries Limited, Sorel, P.Q., and Metal Trades Council of Sorel

Reasons for Decision

The Metal Trades Council of Sorel, applied to the National Board for an order directing the Company to increase wage rates for its shipyard occupational classifications. The Council on behalf of the Unions first asked for an increase of 15 cents an hour. At the hearing they amended their application and asked for a direction increasing wage rates by 10 cents an hour for all hourly rated employees except those in the occupational classification of slab helper for whom the rate of 90 cents an hour was requested.

The current wage rates in the shipyard in question are those established by this Board in its Finding and Direction of January 5, 1944, with the addition of the cost-of-living bonus which was incorporated with those rates on February 15, 1944.

The Unions' argument in support of the application may be summarized as follows:

1. Because of reduction in staff, many of the employees have been reclassified and placed in occupational classifications for which are paid lower rates than those previously received.
2. The Company has reduced its regular working hours from 48 to 40 per week.
3. Wage rates have been increased in other establishments since April 1943, (the effective date of the Finding and Direction of January 5, 1944), and because of

this and of changed conditions generally, the requested increase is just and reasonable.

The modification of the Unions' request had the effect of removing the major part of the Company's opposition to the application.

The Company says that it was obliged to establish a 40 hour week when, due to the steel strike, supplies fell short of their requirements. Now, however, the employees are working 44 hours per week. When the supply situation improves, the normal work week of 48 hours may be re-established. The Company has a large shipbuilding program in front of it. In the circumstances it is reasonable to assume that employment will continue at a high level at Marine Industries for some time.

The Company offered no effective argument in opposition to the Unions' request for a wage increase. On the other hand, we are satisfied that the applicants have made out a good case. We have decided to direct the Company to increase by 10 cents an hour the wage rates of the employees affected by the application, excepting the slab helper whose rate we fix at 85 cents an hour.

The increases shall come into effect on the date of this decision.

Finding and Direction accordingly.

November 26, 1946.

Re: Canadian Business Machine Workers' Union, C.F. of L., and National Cash Register Company of Canada, Limited, Toronto, Ont.

Reasons for Decision

This is an application for leave to appeal and an appeal by the Union from Findings and Directions of the Regional War Labour Board for Ontario, dated September 23 and 24, 1946. The Company concurs in the Union's appeal and has filed with this Board a letter indicating its support of the appeal.

The Company and Union applied jointly to the Regional War Labour Board for Ontario for approval of certain increases in wage rates. The Regional Board only approved the application in part, the present appeal seeks to obtain approval in toto of the original application.

Several cogent reasons have been advanced in support of the appeal. In the first place, the increased wage rates herein requested were settled by the Company and the Union as the result of collective bargaining. It represents the mutual desire of both employer and employee. The parties have also agreed that

in the event of approval of the increased wage rates certain changes would be made respecting rest periods which might be calculated to increase productivity. There is a factor of this case which we find it difficult to overlook namely, that with the exception of the application of the cost of living bonus there have not been any general wage increases in this plant since 1941. We believe that this factor commends this case for sympathetic consideration. In addition, the Company gave the Regional Board its written assurance that it is not the Company's intention to use the wage increase as the basis of an application for an increase in the selling price of its goods or services. We have ascertained from the Company that it will continue in effect its present normal working week of forty-four (44) hours and that the increased wage rates sought, if obtained, would not result in a reduction of the working week thereby involving a further indirect increase in the wage rate.

We have investigated into the propriety of the requested wage rates. In so doing we have had an opportunity of comparing the wage rates with those existing in other companies in the same industry, and we are of the opinion that the wage rates requested are just and reasonable and should be approved. This Board approves a general increase of five (5) cents per hour to the employees affected by

this application over and above the increase granted by the Regional War Labour Board for Ontario. In accordance with the Union's request, the additional increase of five (5) cents per hour will become effective as of the date of its appeal, namely, October 10, 1946.

Finding and Direction will be issued accordingly.

November 27, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decisions as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The Work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for two days during the month of November. During this period the Board received three applications, held six hearings, issued five certificates designating bargaining representatives, ordered three representation votes and gave decisions in two appeal cases.

Certificates Issued

Five applications for certification of bargaining representatives were approved by the Board and certificates issued as below:

1. Messrs. Donald Stewart, Reginald C. Harvey-Jellie, P. R. G. Leger, James Carlisle and W. G. Richardson and the *Quebec Federation of Professional Employees in Applied Science and Research, Unit No. 4*, for employees, employed by the *Canadian Broadcasting Corporation, Montreal, P.Q.*, as engineers or architects, professionally qualified or otherwise in the classifications of senior engineer, senior architect, supervising engineer, supervising architect, supervising engineer

(mechanical), supervising engineer (network), supervising engineer (Toronto), engineer, architect, assistant engineer, assistant architect, and junior engineer. The chief engineer, the assistant chief engineer, and the divisional heads classified as the projects engineer, chief architect, plant engineer, operations engineer, and transmission and development engineer were excluded from the bargaining unit.

2. Messrs. W. A. Rose and E. Dagenais and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, for employees of the superintendent's office of the *Canadian Pacific Railway Company at Farnham, P.Q.*, classified as clerk, maintenance-of-way clerk and clerk stenographer. The chief clerk, the assistant chief clerk and the superintendent's secretary were excluded from the bargaining unit.

3. Messrs. W. A. Rowe and G. H. Hamlin and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, for checkers and freight

handlers, employed on the waterfront at Halifax, N.S. by the *Dominion Atlantic Railway Company, Kentville, N.S.*

4. Messrs. J. L. Pateman & A. Mose and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, for the employees in the superintendent's office of the *Canadian Pacific Railway Company at Brandon, Manitoba*, classified as clerk, stenographer and clerk-stenographer. The chief clerk, the assistant chief clerk and the superintendent's secretary were excluded from the bargaining unit.

5. Messrs. J. N. A. Blouin and A. Gosse and the *Commercial Telegraphers' Union, Marconi System, Division No. 59*, for the radio telegraphers at coastal stations operated by the *Canadian Marconi Company Limited* and *Radio Officers in the Marine Service of the Canadian Marconi Company Limited, Montreal, P.Q.*

Error in Reporting Bargaining Unit for Certain Employees of the Bell Telephone Company.

Quebec Federation of Professional Employees Unit No. 3, and the *Bell Telephone Company of Canada, Montreal, P.Q.*, (L.G. Oct. 1946, p. 1418). In the October issue of the *LABOUR GAZETTE*, an error was made in reporting the classifications covered in the bargaining unit in the above noted matter. The item should have read: "Messrs. J. Clazie, W. E. Sykes, R. C. Harvey-Jellie and A. L. Fleming and the *Quebec Federation of Professional Employees, Unit No. 3*, for certain employees of the *Bell Telephone Company of Canada*, performing the duties of engineering assistant, technical assistant, student engineer, assistant engineer and engineers below the rank of division plant engineer, employed in the department of the Vice-president (engineering), in the engineering department, Eastern area and in the division plant engineering groups of the Eastern area plant department."

Representation Votes Ordered

1. *Canadian Association of Maritime Transport Workers, Local No. 1, Incorporated*, and *Lower St. Lawrence Transport Company Limited, Rimouski, P.Q.*, (L.G. Aug. 1946, p. 1051) Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q., was appointed by the Board to act as Returning Officer in a vote of the employees of the *Lower St. Lawrence Transport Company Limited, Rimouski, P.Q.*

The second engineers, third engineers and chief stewards were excluded from the eligible voters list while the votes of pursers are to be segregated pending a decision of the Board with regard to their eligibility for inclusion in the proposed bargaining unit.

2. *Canadian National Telegraph Unit No. 1, Federation of Employee-Professional Engineers and Assistants and the Canadian National Telegraph Company, Toronto, Ont.*, (L.G. Sept. 1946, p. 1221).

Following consideration of the application, the Board appointed Mr. H. Perkins, Industrial Relations Officer, Toronto, Ontario, Returning Officer, to conduct a vote of the employees of the *Canadian National Telegraph Company, Toronto, Ontario*. The eligible employees to vote will be—professional engineers below the rank of chief engineer and group head together with draftsmen and technical assistants in the engineering department of the company. The transmission engineer, outside plant engineer and equipment engineer were excluded from the eligible voters' lists.

3. *Canadian Seamen's Union and Coastal Towing Company, Limited, Vancouver, B.C.*, (L.G., Nov. 1946, p. 1558). Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed by the Board to act as Returning Officer in a vote of the unlicensed personnel in deck engine-room and stewards' departments on tugs and towboats operated by the *Coastal Towing Company, Limited, Vancouver, B.C.*

Applications for Certification Withdrawn

1. *Canadian Seamen's Union and Mohawk Navigation Company, Montreal, P.Q.* (L.G. Nov. 1946, p. 1559). On the request of the National Secretary of the Canadian Seamen's Union, the application for certification of bargaining representatives, on behalf of the unlicensed personnel employed on the company's vessels, was withdrawn.

2. *Canadian Seamen's Union and Northern Paper Mills, Limited, Hansen, Ont.* (L.G. Nov. 1946, p. 1559). The application for certification of bargaining representatives for the unlicensed personnel employed on the company's vessels was withdrawn on the request of the National Secretary of the Canadian Seamen's Union.

Applications for Certification Received During the Month of November, 1946

1. *Gayport Employees Association* on behalf of the unlicensed personnel employed on ships of the *Gayport Shipping Limited, Toronto, Ontario*.

2. *Canadian Navigators Federation* on behalf of deck officers on the SS. *Fleurus* of the *Anticosti Shipping Company, Montreal, P.Q.*

3. *Beverage Dispensers, Local 676, Hotel and Restaurant International Alliance and Bartenders International League of America*, on behalf of certain employees of the *Vancouver Hotel Company, Vancouver, B.C.*

Decisions of Board in Appeal Cases

1. Following a hearing the Board dismissed the appeal of *Le Syndicat des Chantiers Maritimes de Sorel* from a decision of the Quebec Wartime Labour Relations Board in rejecting the Syndicat's application for certification of bargaining representatives for employees of *Marine Industries Limited, Sorel, P.Q.* The Board reached the decision to dismiss the appeal for the reason that the application made to the Quebec Wartime Labour Relations Board for certification of bargaining representatives did not have the support of a majority of the employees affected.

Reasons for judgment will be issued at a later date.

2. On November 14, the Board allowed the appeal of the *Lockport Company, Division of National Sea Products Limited, Lockport,*

N.S., from a decision of the Nova Scotia Wartime Labour Relations Board, certifying bargaining representatives of the *Canadian Fish Handlers' Union, Local No. 7*, for the employees of the company. The Board reached the decision to allow the appeal and set aside the certification granted by the Nova Scotia Wartime Labour Relations Board without prejudice to the right of the union to make a further application to the Nova Scotia Board for certification of bargaining representatives.

Reasons for judgment will be issued at a later date.

Reasons for Judgment in Other Appeal Cases

Reasons for judgment in four cases dealt with by the Board at its October sittings and summarized in the November 1946 issue of the LABOUR GAZETTE are given below:

Between: Canadian National Telegraph Unit No. 1, Federation of Employee-Professional Engineers and Assistants, Applicant, and Canadian National Telegraph Company, Toronto, Respondent.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Hills and Taylor.

Reasons for Judgment

This is an application for the certification of bargaining representatives for all professional engineers, below the rank of chief engineer, and their draftsmen and technical assistants in the Engineering Department, Canadian National Telegraph Company, Toronto. Bargaining representatives have been properly selected. There are 21 employees in the proposed bargaining unit of whom 9 are members in good standing of the Federation and 7 have signed authorizations in favour of the applicant.

The Company opposes the application with respect to the inclusion of the equipment engineer, transmission engineer and outside plant engineer on the grounds of their supervisory duties and responsibilities.

The Engineering Department of the Canadian National Telegraph Company consists of four divisions:—the equipment group, the transmission group, the outside plant group and the office services or clerical group. The latter group is not concerned in this application and it is the heads of each of these remaining three groups for which exclusion is asked. The Company points out that the group supervisor reports directly to the Chief Engineer and is responsible for assigning the work in his group and for seeing that it is carried out and he is responsible for the group results. The Company states that in the normal course of events, about 60 per cent of the time of the group heads is given to

direction of their employees; the balance of time being presumably devoted to engineering work.

The Board recognizes that in dealing with engineering groups of this nature where all employees involved are working in common on engineering projects and where, even in the case of senior men, a considerable portion of time is devoted to the development of engineering projects rather than to supervisory work, the usual criteria applicable to distinguish supervisory employees from employees working under their supervision and direction are more difficult to apply. However, having regard for all the information available, the Board is of opinion that the challenged classifications are not appropriate for inclusion in the unit for which certification is sought and should be excluded therefrom. Subject to these exclusions, the unit with respect to which certification is requested is an appropriate one in the circumstances. A representation vote is directed of the employees in the bargaining unit and will be taken under the direction of the Chief Executive Officer of the Board.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

M. FLEMING, Esq.,
for the Applicant.

F. E. JONES, Esq.,
R. B. STEELE, Esq.,
P. E. SHANTZ, Esq.,
for the Respondent.

Dated at Ottawa, November 14, 1946.

Between: Quebec Federation of Professional Employees in Applied Science and Research, Unit No. 4, Applicant, and Canadian Broadcasting Corporation, Respondent.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Hills and Taylor.

Reasons for Judgment

This is an application for certification of bargaining representatives for employees of the Canadian Broadcasting Corporation engaged in a professional capacity as engineers or architects below the rank of Assistant Chief Engineer and designated as follows: Project Engineer, Operations Engineer, Plant Engineer, Transmission and Development Engineer, Chief Architect, Senior Engineer, Assistant Operations Engineer, Assistant Plant Engineer, Assistant Transmission and Development Engineer, Assistant Chief Architect, Regional Engineer, Supervising Architect, Supervising Mechanical Engineer, Supervising Engineer, Architect, Engineer, Assistant Architect, Assistant Engineer and Junior Engineer.

The majority of employees in the proposed bargaining unit are members in good standing of the Quebec Federation of Professional Employees. Bargaining representatives have been duly selected. The application is not opposed by the Corporation. Two questions arise for consideration—firstly, the question of what employees, if any, in the proposed unit should be excluded on account of their confidential or supervisory duties and, secondly, the status of those employees who are doing engineering work but are not professionally-qualified engineers. In regard to the second question, counsel for the applicant advised that the Federation was interested primarily in bargaining for professionally-qualified employees in applied research and science but was prepared to act for other non-professionally-qualified engineers, if desired by such employees.

In the Bell Telephone Case, D.L.S. 7-634, this Board stated that "like considerations apply in general in determining an appropriate bargaining unit comprising or including occupational classifications requiring professional skills as apply in determining an appropriate craft unit comprising or including occupational classifications requiring particular

artisan skills. An appropriate unit should include the occupational classifications engaged in common employment in the same line of skilled work and in which there is by reason of training or experience and established practice the normal opportunity for promotion from the lowest to the highest occupational classifications comprising the professional or professional and technical group."

The Board does not consider that for the purpose of collective bargaining, there is any important difference in interest between a professionally-qualified engineer and an engineer who has not such professional qualifications provided both are carrying on work of the same or similar nature and under similar conditions. Academic attainment cannot by itself determine the community of interest. Therefore the Board is not disposed to consider as appropriate a bargaining unit which seeks to distinguish between employee solely on the basis of professional qualifications. In the present case the non-professionally-qualified engineers will, therefore, be included in the bargaining unit subject to the decision of the Board as to exclusion of any of them on other grounds.

There will be excluded from the bargaining unit the employees shown in Group 11 of the Corporation's classification, consisting of the projects engineer, chief architect, plant engineer, operations engineer, transmission and development engineer, who are divisional heads, in view of the senior supervisory functions they discharge in relation to other employees in the bargaining unit.

Subject to the foregoing, certification will be granted.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

R. C. HARVEY-JELLIE, Esq.

J. CARLISLE, Esq.,

for the Applicant.

B. W. RICHARDSON, Esq.,

J. A. OUMET, Esq.,

for the Respondent.

Dated at Ottawa, Nov. 14, 1946.

Between: Glass Bottle Blowers' Association of the United States and Canada, Appellant (Intervener), and Anchor Cap & Closure Corporation of Canada, Ltd., Toronto, Ontario, Appellant (Respondent), and United Electrical, Radio and Machine Workers of America Local 512, Respondent (Petitioner).

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal from the decision of the Ontario Labour Relations Board ordering a vote of employees in an application for certification made by the respondent union. The appellant union had intervened to oppose the application and had filed a counter-application for certification.

In ordering a vote the Ontario Board did not include the name of the appellant union on the ballot. The failure of that Board to do so is the ground of this appeal.

In the course of the proceedings before the Ontario Board, three checks of union membership cards and written authorizations of employees in favour of the appellant and respondent unions were made against company payroll records by the Board, the last one being of a date immediately prior to the date of the hearing of the applications by that Board. On each such check a majority of employees were members of the respondent union. On each such check the number of employees who had signed authorization cards, or were members of the appellant union, comprised less than a majority of the employees in the bargaining unit.

On each check, a considerable number of employees who were shown as members of the respondent union had also signed authorizations in favour of the appellant union. As stated, even with the inclusion of the authorizations from employees who were members of the respondent union, the number of employees who *prima facie* desired to be represented by

the appellant union was considerably less than fifty per cent.

The Ontario Board in deciding not to include the name of the appellant union on the ballot followed the rule established by this Board in the Wright Hargreaves case, D.L.S. 7-542.

Nothing in the circumstances of this case warranted a departure from that rule by the placing of the name of the appellant union on the ballot along with that of the respondent union.

Leave to appeal is granted but the appeal is dismissed.

The Company asks for leave to appeal and appeals against the decision of the Ontario Board on the ground that a number of employees included in the voting unit should have been excluded therefrom on account of supervisory or confidential duties.

Leave to appeal is granted. The appeal is allowed in respect of General Inspectors, who will be excluded from the bargaining unit on the ground that in view of the nature of their work it is not appropriate to include them in the bargaining unit.

The appeal as to the other employees is dismissed.

(Sgd.) A. H. BROWN,
Vice-Chairman.

for the Majority of the Board

Messrs. Complin and Taylor dissented from the composition of the bargaining unit.

H. A. F. BOYDE, Esq. K.C., for Appellant (Intervener).

G. A. GALE, Esq. }
J. O. DEEGAN, Esq. } for Appellant (Respondent).
C. GEDDES, Esq. }

W. E. BLAIR, Esq. for Respondent (Petitioner).

Dated at Ottawa, November 14, 1946.

Between: Local No. 1, Industrial Union of Veneer Workers (CCL), Appellant (Petitioner), and Canada Veneers Limited, Saint John, N.B., Respondent.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

Leave having been granted by the New Brunswick Wartime Labour Relations Board, this is an appeal by the Union from a decision of that Board excluding certain "lathe foremen and boilerhouse foremen" from the bargaining

unit determined by the Board in certifying bargaining representatives appointed or elected by the Union. In the certificates given by the New Brunswick Board on June 28, 1946, the designated bargaining representatives were certified for the employees of the Company "except office staff and foremen including lathe foremen and boilerhouse foremen". Some eight employees comprise the two excluded classifications.

The appellant contends that the employees designated as "lathe foremen" and "boilerhouse foremen" have been wrongly classified and that their limited supervisory duties and responsibilities are such as to bring them properly within the bargaining unit and, as formerly, within the scope of the collective agreement with the employer.

The employer takes the position that the lathe and boilerhouse personnel involved in these proceedings are foremen with full authority in the direction of persons working with them and, in the case of lathe personnel, with full responsibility in matters of production and in care and maintenance of their machines.

This Board has heard the arguments advanced by the parties and has had its officers investigate the actual circumstances of employment affecting such personnel not only at the plant of the employer concerned herein but at various other plants in Canada doing similar or related work. As a result of this investigation, the Board finds that persons having the status of the lathe and boilerhouse personnel involved in these proceedings are not ordinarily considered to be foremen or to have the degree of supervisory duties and responsibilities commonly devolving upon that classification.

The investigation at the plant of the employer reveals that the "lathe foremen" are skilled lathe operators working with and having some supervision over lathe crews consisting

of five men. All "lathe foremen" and crews are under the supervision of a foreman. The "boilerhouse foremen" are stationary engineers with third-class certificates. The duties are the usual ones of supervision of firing and regulation of gauges. They are assisted by one and three helpers, depending on shifts.

The facts disclosed by the investigation at the plant of the employer warrant the conclusion that the lathe and boilerhouse personnel have not the status of foremen for the purposes of P.C. 1003 and therefore should be included in the bargaining unit established by the New Brunswick Board.

Accordingly, the appeal is allowed. The certificate given by the New Brunswick Board on June 28, 1946, is amended to read that the designated bargaining representatives are certified to act for "the employees of Canada Veneers Limited including 'lathe foremen' and 'boilerhouse foremen' but not including office staff or other foremen;....."

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

E. A. FORSEY, Esq., Ph. D.,
A. ANDRAS, Esq.,
for the Appellant.

A. LIEFF, Esq.,
for the Respondent.

Dated at Ottawa, November 13, 1946.

**Between: Local 466, International Printing Pressmen and Assistants' Union,
Appellant (Petitioner), and Stauntons Limited, Leaside, Ontario,
Respondent.**

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Mosher, Hills, Picard and Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal from a decision of the Ontario Labour Relations Board ordering a vote of employees of Stauntons Limited, Leaside, Ontario, on whose behalf the appellant had made application for certification of bargaining representatives.

The appellant union claims that the majority of the employees in the bargaining unit are members in good standing of the union and that this claim was substantiated by the report

of the Investigating Officer assigned by the Ontario Board to investigate this matter.

The ground of appeal is that the Ontario Board should have granted certification without ordering a vote in accordance with the usual practice followed, it is claimed, by that Board under similar circumstances.

Section 7 of P.C. 1003 gives the Board discretionary power to satisfy itself by examination of records, by vote or otherwise that in the case of a trade union, the trade union is acting with the authority of the majority of the employees affected in the appointment of bargaining representatives. The Ontario Board exercised this discretion, as it had a right to do, in ordering a vote of employees

in order to satisfy itself that the union in this case had the support of the majority of employees in the bargaining unit.

While it may have been within the authority of the Ontario Board to grant certification without ordering a vote in the circumstances, on the other hand it was equally a matter within the discretion of the Board to order a vote as it did.

Leave to appeal is granted but appeal is dismissed.

(Sgd.) A. H. BROWN,
Vice-Chairman,
for the majority of the Board.

I dissent:

(Sgd.) J. A. D'Aoust

W. F. BREEN, Esq.
for the Appellant (Petitioner)
J. C. ADAMS, Esq., K.C.
for the Respondent

Dated at Ottawa, November 13, 1946.

Between: Cosmos Imperial Mills Limited (Cosmos Division), Yarmouth, N.S., Appellant (Respondent), and United Textile Workers of America (AFL), Lodge 152, Respondent (Applicant).

The Board consisted of the Vice-Chairman, Messrs. Best, Complin, D'Aoust, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal by the Cosmos Imperial Mills Limited against the decisions of the Nova Scotia Wartime Labour Relations Board certifying bargaining representatives for employees of the Company comprising an appropriate bargaining unit.

The grounds of appeal are as follows:

1. That the Provincial Board erred in being satisfied on the evidence before it, and without sufficient evidence, that the election of bargaining representatives was regularly and properly made.

2. That the Provincial Board erred in being satisfied on the evidence before it, and without sufficient evidence, that the Trade Union (United Textile Workers of America, Lodge No. 152) acted with the authority of the employees affected as prescribed by section two sub-section five of P.C. 1003.

3. That the Provincial Board in purporting to proceed under section seven of P.C. 1003 did not comply with the requirements of sub-section two of section five thereof, but on the contrary deemed a large number of employees to be members of the said Trade Union without having before it any evidence that the said employees, or any of them, had in writing requested the said Trade Union to elect or appoint bargaining representatives on their behalf.

4. That the Provincial Board acted upon information or evidence that was not disclosed or made accessible to the present Appellant, and consequently the Appellant had no opportunity to check or cross-examine upon such evidence.

5. That the Provincial Board erred in rejecting evidence as to statements made by

certain employees that they had been made members of the Union without their knowledge or consent.

6. That in the circumstances disclosed by the evidence the Provincial Board should have directed that a vote be taken.

It is the duty of the Board under the Regulations to satisfy itself that in appointing bargaining representatives the applicant union acted with the authority of the majority of employees in the bargaining unit. In the present case, the investigating officer of the Nova Scotia Board reported to that Board, following his check of the Company payrolls and the Union records, that out of 477 employees in the proposed bargaining unit 241 were members of the Union, while 11 additional names of Union members were doubtful as to identity or were not on the Company payroll. As this represented a majority of the employees comprising the bargaining unit, it was within the authority and discretion of the Nova Scotia Board to certify without ordering a vote, if satisfied to accept the investigating officer's report.

The Nova Scotia Board accepted the investigating officer's report and proceeded to certify the bargaining representatives accordingly.

In the absence of evidence that the Nova Scotia Board was mistaken in its findings that the majority of employees were members of the respondent union, there are no grounds upon which this Board would be warranted in interfering with the discretion exercised by the Nova Scotia Board in certifying without a vote.

The Appellant Company claims that they should have been given the opportunity to cross-examine the investigating officer and examine the Union records. The position of the Company on an application for certification is not, however, the same as that of a litigant in court proceedings. Upon an application for certification, the Company as an

interested party is entitled to give evidence and to make representation to the Board, but it does not follow that it also has the right to check Union membership records or to cross-examine the Board's investigating officers with respect thereto. It is the duty of the Board to satisfy itself as to the strength of the union in the employee unit.

Moreover, apart from the foregoing, the record of proceedings before the Nova Scotia Board shows that the report of the investigating officer, Mr. Bell, was not challenged by the Company representative at the hearing before that Board.

According to the record of proceedings, the following transpired in this connection:

CHAIRMAN: Unless it is contested, we must accept the result of Mr. Bell's scrutiny of the records, that 241 Union members are on the payroll.

MR. C. B. SMITH: We are not questioning that. We have nothing to say on that except that we have every confidence that Mr. Bell would do the job properly. We have no question on that.

Coming now to paragraph No. 5 of the grounds of appeal, and referring again to the record of proceedings before the Nova Scotia Board, the Appellant had no evidence to present to the Nova Scotia Board at the time of the hearing to support any allegation that employees had been made members of the Union without their knowledge and consent. The Appellant did request an adjournment in order, in the words of the Appellant's representative, "that we could produce witnesses here for testimony if they are prepared to give evidence to substantiate what they said." As there was no evidence tendered at the hearing, and no assurance that in the event of an adjournment of the hearing the Appellant could produce such evidence, we cannot agree

that the Appellant was deprived of the opportunity to present evidence on this matter or that the Nova Scotia Board acted unjustly in not granting an adjournment of the hearing. No new evidence was presented to this Board which would warrant the Board disturbing the finding of the Nova Scotia Board as to the majority support of the respondent union among the employees comprising the bargaining unit.

The final point raised by the Appellant is that bargaining representatives were not properly selected by the Respondent Union for the reason that at the time bargaining representatives were appointed by the Union and the application made to the Board for certification, the charter of the Local Union, although applied for, had not been received from the headquarters of the International Union. The charter was, however, issued prior to the date of certification by that Board. In view of this, the Board is of opinion that the Nova Scotia Board had authority to certify the bargaining representatives selected by the Union pursuant to the provisions of Section 5 (2) of the Regulations (See U.E.R. & M. Workers, Local 529, and Packard Electric Company Limited, D.L.S. 7-511).

Leave to appeal is granted but the appeal is dismissed.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

C. B. SMITH, Esq., K.C.,
W. S. BURRILL, Esq.,
W. H. BROWN, Esq.,
for the Appellant (Respondent)
V. BJARNASON, Esq.,
J. A. SULLIVAN, Esq.,
for the Respondent (Applicant)

Dated at Ottawa, November 13, 1946.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with

the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During November, 1946, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:

The John Bertram & Sons Co. Ltd., Dundas, Ont., and Local 1740, International Association of Machinists (TLC). Mr. William Dunn, Conciliation Officer.

British Columbia Motor Transportation Limited, Vancouver, B.C., and Division 101, Amalgamated Association of Street, Electric and Motor Coach Employees (AFL-TLC). Mr. J. E. Eades, Conciliation Officer.

Claratel Cafes, Winnipeg, Manitoba, and Local 171, Hotel and Restaurant Employees (AFL-TLC). Mr. R. H. Hooper, Conciliation Officer.

John Duff & Sons, Ltd., Hamilton, Ontario, and Local 320, United Packinghouse Workers of America, (CIO-CCL). Mr. G. R. Fenwick, Conciliation Officer.

Insulation Products Limited, Toronto, and Local 265, International Chemical Workers Union (AFL-TLC). Mr. James Hutcheon, Conciliation Officer.

Lake Shore Mines, Limited, Kirkland Lake, Ontario, and Local 240, International Union of Mine, Mill and Smelter Workers (CIO-CCL). Mr. Harold Perkins, Conciliation Officer.

Marovens Limited, Moncton, N.B., and Local 302, United Packinghouse Workers of America (CIO-CCL). Mr. H. R. Pettigrove, Conciliation Officer.

Municipality of St. Clements, Manitoba, and Municipal Employees of St. Clements (OBU). Mr. T. J. Williams, Conciliation Officer.

Welland Vale Manufacturing Company, St. Catharines, Ont., and Local 199, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO). Mr. Harold Perkins, Conciliation Officer.

Western Rawhide and Harness Manufacturing Company, St. Boniface, Man., and Local 430, International Fur and Leather Workers' Union (CIO-CCL). Mr. T. J. Williams, Conciliation Officer.

Weidman Brothers Limited, Winnipeg, Manitoba, and Local 286, Retail Clerks International Protective Association (AFL-TLC). Mr. T. J. Williams, Conciliation Officer.

Agreements Facilitated by Conciliation Officers and Cases Withdrawn

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:

Bishopric & National Sodium Products, Ltd., Bishopric, Sask., and Sodium Sulphate Workers' Union. Mr. H. S. Johnstone, Conciliation Officer.

Dominion Wheel & Foundries Ltd., Toronto, and Pattern Makers Association of Toronto (AFL-TLC). Mr. William Dunn, Conciliation Officer.

Public Markets Ltd., St. Boniface, Manitoba, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). Mr. J. S. McCullagh, Conciliation Officer.

Silverware Products Limited, Toronto, Ontario, and Local 514, United Electrical, Radio and Machine Workers of America (CIO-CCL). Mr. G. R. Fenwick, Conciliation Officer.

Boards Established

During the month, Boards of Conciliation were established but not fully constituted as follows:

Canadian Line Materials Limited, Scarborough Junction, Ont., and Pattern Makers' Association of Toronto (AFL-TLC). Mr. William Dunn, Conciliation Officer.

Gelling Engineering Limited, Welland, Ontario, and Local 523, United Electrical Radio and Machine Workers of America (CIO-CCL). Mr. James Hutcheon, Conciliation Officer.

Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:

East Malartic Mines. The Board of Conciliation established to deal with a dispute between East Malartic Mines, Halet, P.Q., and Local 696, Malartic Mine & Mill Workers' Union (CIO-CCL) was fully constituted on November 4, 1946, with the appointment of Mr. R. T. Ferguson, Montreal, P.Q. as Chairman of the Board who was appointed in the absence of a recommendation from the other two members of the Board. Mr. R. R. Evans, K.C., Hamilton, Ont., and Mr. G. M. Desaulniers, Montreal, P.Q., were appointed on the recommendation of the employer and employees respectively.

Link-Belt, Limited. The Board of Conciliation established to deal with a dispute between Link-Belt Limited, Toronto, Ontario, and Local 3394, United Steelworkers of America (CIO-CCL) was fully constituted on November 22, 1946, with the appointment of Mr. A. C. MacDonald, K.C., Toronto, as Chairman of the Board who was appointed on the joint recommendation of the other two members of the

Board. Mr. N. L. Mathews, K.C., Toronto, and Mr. A. Berwin, Toronto, were appointed on the recommendation of the employer and employees respectively.

Malartic Gold Fields Mine Ltd. The Board of Conciliation established to deal with a dispute between Malartic Gold Fields Mine Ltd., and Local 696, Malartic Mine & Mill Workers Union (International Union M.M.S.W. CIO-CCL) was fully constituted on November 4, 1946, with the appointment of Mr. R. T. Ferguson, Montreal, P.Q., as Chairman of the Board who was appointed in the absence of a recommendation from the other two members of the Board. Mr. R. R. Evans, K.C., Hamilton, Ont., and Mr. G. M. Desaulniers, Montreal, were appointed on the recommendation of the employer and employees respectively.

Massey Harris Company Limited (Toronto, Verity and Market St. Plant, Brantford). The Board of Conciliation established to deal with a dispute between Massey Harris Company Limited (Toronto, Verity and Market St. Plant, Brantford), and Locals 439 and 458, International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (UAW-CIO) was fully constituted on November 22, 1946, with the appointment of His Honour Judge A. Cochrane, Brampton, Ont., as Chairman of the Board who was appointed in the absence of a recommendation from the other two members of the Board.

Mr. J. J. Robinette, K.C., Toronto, and Mr. C. L. Dubin, Toronto, were appointed on the recommendation of the employer and employees respectively.

Moffats Limited. The Board of Conciliation established to deal with a dispute between Moffats Limited, Weston, Ontario, and Local 3129, United Steelworkers of America (CIO-CCL) was fully constituted on November 9, 1946, with the appointment of His Honour Judge Samuel Factor, as Chairman of the Board who was appointed in the absence of a recommendation from the other two members of the Board. Mr. E. Macauley Dillon, Toronto, Ont., and Mr. David Archer, Toronto, Ont., were appointed on the recommendation of the employer and employees respectively.

Joseph Stokes Rubber Company Limited. The Board of Conciliation established to deal with a dispute between Joseph Stokes Rubber Company, Limited, Welland, Ontario, and Local 523, United Electrical Radio and Machine Workers of America, (CIO-CCL) was fully constituted on November 29, 1946 with the appointment of Dr. Alexander Brady, Toronto, as Chairman of the Board who was appointed on the joint recommendation of the other two members of the Board. Mr. M. A. Seymour, K.C., St. Catharines, Ont., and Dr. H. G. Forster, Welland, Ont., were appointed on the recommendation of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during November:—

Report of Board in Dispute Between W. C. Edwards Co. Limited, Ottawa, Ontario, and Local 6, National Union of Woodworkers (CCL).

On November 12, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Mr. Duncan MacTavish, K.C., Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, Mr. W. J. LeClair of Ottawa, and Dr. Eugene Forsey of Ottawa, appointed on the nomination of the employer and employees, respectively.

Report of Board

The Board had the advantage of representations made on behalf of the National Union of Woodworkers, Local No. 6, by Mr. Chap-

man, and on behalf of W. C. Edwards Co., Limited by Mr. E. R. Bremner and Mr. F. Willard Cleary. The question for decision and recommendation by this Board of Conciliation is the narrow one of union security. All parties made it clear that agreement had been reached on all other matters in dispute between the employer and the employees. The question for decision became even narrower in the light of the representations made by all parties concerned when it became apparent that the Union requested the application of the Rand formula and the Company rejected the Union's request in this respect.

On behalf of the Union it was urged that the employer should undertake the obligation of collecting dues by way of check-off in order to prevent certain employees getting what the Union representative referred to as a "free ride". The Union was naturally desirous of preventing certain of the employees enjoying the fruits of union activity without contributing by way of union dues.

On the other hand, the Company took the stand that it was unreasonable to impose upon it the obligation of collecting dues to maintain union membership.

The evidence adduced before the Board fully satisfied me that the relations between the Edwards Company and its employees have been good over the years and the Union representative admitted this. Had such relations been otherwise and had I been satisfied that there were abuses of such a nature that they could only be corrected by the intervention of a Union, my view might have been different. I am of the opinion, however, that there is nothing which would justify the Board in recommending that the employer should be obliged to accept the Rand formula and the check-off system. As indicated above, the employer's representatives as they are entitled to do, took a determined attitude against the imposition of the check-off. I am not satisfied that the Union has made a case for the application of the Rand formula to this Company, nor has the Union convinced me that there is justification even for a voluntary check-off.

In the result, my recommendation is that in this case the Union is not entitled to the application of the Rand formula and the agreement should be signed without the inclusion of the union security clause.

Respectfully submitted,

(sgd.) DUNCAN K. MACTAVISH,

Chairman of the Conciliation Board.

Ottawa,
November 12, 1946.

Mr. D. K. MacTavish,
Barrister,
56 Sparks Street,
Ottawa, Canada.

Dear Mr. MacTavish:—

I concur in your findings in this case. As I understand this matter, there are no issues in dispute except the matter of Union security. I cannot find that Local No. 6 National Union of Woodworkers (CCL), has submitted any evidence which would support its claim for an irrevocable check-off and accordingly I must decide against such claim.

I can find no evidence of any antipathy on the part of this employer to the existence or

functioning of the Union. In fact the evidence submitted fully supported the employer's claim that the firm had facilitated the formation of the union and accepted it as the bargaining agent for the employees.

The firm's stand on the matter of both union shop and check-off has been consistent from the inception of the Union, and I believe is justified. It is that these principles are undemocratic and would constitute an unjust interference with the liberty of employees. It is further held by the employer that it is the only firm in its classification (wholesale lumber dealers) organized by the union and that any action on its part in this matter might be calculated to embarrass its retailer customers.

In this connection it should be borne in mind that the three firms named as being also organized under the Union are not competitors but rather customers of W. C. Edwards & Co. Limited; also that out of these three, one has not any form of check-off, one has a voluntary check-off and the third has just agreed to a check-off, but has had no time to observe its effect. There exist numerous other lumber retailers and customers of W. C. Edwards & Co. Limited still unorganized.

On the instructions of this Conciliation Board, I made a personal visit to the Employer's office for the purpose of clarifying the attitude towards a check-off and with a view to definitely ascertaining whether or not such attitude applied to the principle of a voluntary check-off.

I found that it did. I was permitted to view the Company's books and afforded proof of the statements made to the Board as to Company-Employee relations. I found that some twenty-eight employees were currently enjoying financial assistance well outside the terms of their wage contract and that it has always been the practice of the firm to financially assist worthy and needy employees in the matter of home purchase, sickness, etc., etc. I also checked on the firm's statements to the Board as to employer's record of employment. I found the following to be the exact percentages in this case—

Employees under 1 year service....	13%
Employees serving 1 to 5 years.....	30%
“ “ 5 to 10 years	28%
“ “ 10 to 20 years	22%
“ “ over 25 years	7%
	<hr/> 100%

I found further that it had been and continued to be a practice and custom of the firm to afford financial assistance to invalid

employees of long standing and to afford financial assistance in many cases to the dependents of deceased employees.

All in all, I could find no evidence that the union had in any way bettered the employees' position and believe that no proof has been shown by the union that it is providing any so-called "free-ride" to any employees. In this connection the Union representative submitted the claim that Union action had resulted in an increase in employees' wages. I would point out that resistance to wage increase at that time was not on the part of the employer but on the part of Government policy which had frozen wages.

In his plea, the union representative submitted to the members of the Board copies of Mr. Justice Rand's "Award on Issue of Union Security in Ford Dispute". May I point out that on page 6 of that leaflet, Mr. Justice Rand states "*I do not for a moment suggest that this is a device of general applicability. Its object is primarily to enable the union to function properly. In other cases it might defeat that object by lessening the necessity for self-development. In dealing with each labour situation, we must pay regard to its special features and circumstances.*" I submit that the last two sentences of this statement have direct application to this case.

I repeat I must find against the union application and support the employer's refusal to grant a check-off.

Yours very truly,

(sgd.) W. J. LECLAIR,
Employer's Nominee.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

I regret that I am unable to concur in the views of my colleagues on the Board.

Minority Report

The sole issue in this case is union security. The Union, which is not certified, was recognized by the company in August 1944, as a result of a secret ballot supervised by members of the company's own staff. The vote for the union was 87 to 15, and the union says that it has at present the support of about 75 per cent of the employees, though the company challenges this statement. The first agreement did not contain any union security provisions. In December, 1945, the Union took a vote of its members on whether they wanted a union shop and check-off included in the next agreement. The vote was 101 for, 1 against and 2 spoiled ballots.

The Union accordingly asked the company to agree to a union shop and check-off. The

company refused. The Union then asked for the Rand formula. The company refused. The Conciliation Officer suggested a voluntary sixty-day revocable check-off. The company refused. Members of this Board suggested the possibility of an irrevocable check-off for union members for the term of the agreement, or a sixty-day voluntary revocable check-off. The company again refused. The company throughout has been absolutely adamant, has refused to make any concession or counter-proposals. It has not even been willing to let the union set up a dues collection table near the pay office. The most it would consider at all was letting a union officer off five minutes early on pay day to help collect the dues.

The union, on the other hand, not only abandoned its original demand for the union shop and offered to accept instead the Rand formula, including the "company security" clauses, but also offered, before this Board, to accept the results of a Government-supervised vote on the Rand formula. It is therefore clear that the union, in marked contrast to the company, has shown a willingness to accept conciliation and compromise.

Before this Board, the company took the position that its employees must be free to spend their wages as they saw fit, and that it would not interfere by deducting union dues. When I pointed out that this objection was relevant to the irrevocable check-off and the Rand formula, but not to the voluntary revocable check-off, where the individual employee signs a specific document requesting and authorizing the company to make the deductions, the company's representative at first tried to make out that it was the same thing. Forced, finally, to admit that it was not, he took refuge in another blank refusal: "All right then, I just refuse without reasons, if you like."

It is hardly necessary to point out that such an attitude makes conciliation impossible. Conciliation demands some give and take on both sides, not concessions on one side and a demand for unconditional surrender on the other. In these circumstances, in my opinion, the members of the board have no choice but to set forth the facts as they see them and to make such recommendations as they think proper in the light of those facts.

I have already set forth the facts as I see them. My recommendation is that the company agree to a Government-supervised vote on the Rand formula and agree to be bound by the result.

It may be argued that, if the Union has really accomplished something for the employees, and really has the support it says it has, it does not need any check-off; that if it

does need a check-off, that fact shows that it has failed to "sell itself" to the employees, and that there is no reason why the company should do the job for it.

In my opinion, there can be no doubt that the Union has accomplished a great deal for the employees. The Company admitted that substantial wage increases had followed union organization, though it emphasized that these had come through joint application to the Regional War Labour Board, and that the men "could have had them anyway, through a committee; they didn't need a union." The fact remains that the wage increases were not forthcoming till the union appeared on the scene; and no great knowledge of industrial history is required to convince one that this is something more than a coincidence. The company also admitted that the union agreement gave the employees, as definite rights, certain advantages which they had previously enjoyed only by grace of the company, though it emphasized that the company was prepared to do, and actually had done, far more for the employees than the agreement bound it to do.

The argument that difficulty in collecting dues shows a lack of support for the Union completely overlooks the main point of the Union's case before the Board. If the employees are under no obligation to pay dues, then those who do pay bear the whole burden of maintaining the agreement and the Union, and those who do not pay get all the benefits without contributing a copper. In the phraseology used by workers, those who don't pay get a "free ride". In these circumstances, it is hardly surprising that loyal supporters of the Union may take the position: "I'm willing to pay my dues if the others do; but I'm hanged if I'm going to pay the whole shot for them and myself as well." Union supporters want to be something more than what the French call, "les pauvres cochons de payants". They want to see the same principle applied in industry as in the political community: Where all benefit, all should pay. In the more formal language of Mr. Justice Rand: "It would not then as a general proposition be inequitable to require of all employees a contribution towards the expense of maintaining the administration of employee interests, of administering the law of their employment. . . . I consider it entirely equitable then that all employees should be required to shoulder their portion of the burden of expense for administering the law of their employment, the union contract; that they must take the burden along with the benefit."

It may be pointed out that the principle that it is the organization's own business to

"sell itself" to its members or potential members is not applied to the Law Societies, or to the teaching profession generally throughout Canada. It may be taken for granted that the Law Societies and the teachers' organizations confer substantial benefits on their members. It is surely not being too cynical to suggest that if the members were under no obligation to pay their dues a certain proportion, perhaps a large proportion, would shirk their responsibilities and blandly accept the fruit of other men's labours, making no attempt to bear one another's burdens. At any rate, the Law Societies and the teachers' organizations have not cared to take the risk. The payment of dues to the former is, I understand, compulsory; and in most provinces of Canada acts of the legislatures have established a union shop (sometimes with a provision for contracting out within a limited period) and a check-off. If I may say so without invidious intent, what is sauce for the professional goose should be sauce for the working-class gander.

It should not be forgotten, also, that there is always the possibility that if the employee is under no obligation to pay dues the employer may take the opportunity to drop hints that the man who pays is a fool for his pains; that he can get the same benefits without paying and even without the existence of a union at all. In this case, the Union admitted that the company had made no attempt to interfere with organization, and had, indeed, dismissed a foreman who made such an attempt. But I was struck by the fact that at least once (as already noted) the company's representative said that the men didn't need a union, that they could have got the same things through a "committee", and, in my opinion, the general demeanour of the company's representative before the Board did not suggest ungrudging acceptance of the union, and was not such as to inspire confidence by the union in the company.

I think I should also point out that the Union, in asking for union security, is not asking for something unique, extraordinary, or even unusual. In the United States, according to the *Monthly Labour Review* (issued by the U.S. Department of Labour), April 1946, pp. 567-572, well over six million workers were covered by union shop or closed shop contracts, nearly four millions were under maintenance of membership contracts, and well over five millions under contracts providing for the check-off. Closed shop and union shop contracts accounted for 45 per cent of all workers under agreement, the total number under agreement being about 48 per cent of the total number of workers eligible. In Canada, practically the whole coal mining

industry has the check-off, and the whole Alberta coal industry the union shop as well. In the pulp and paper industry, 50 plants, with 19,350 workers, have the union shop; 48, with 20,340 workers, have maintenance of membership; in short, some form of union security is almost universal. (See LABOUR GAZETTE, April 1945 supplement on *Collective Agreements in the Pulp and Paper Industry*, 1944, pp. 3-5). In the iron and steel group of industries (including aircraft, automobiles and parts, farm implements, shipbuilding, etc., as well as iron and steel proper), there were, before the adoption of the Rand formula in the Ford plant at Windsor, over 5,000 workers under union shop contracts, nearly 20,000 under the closed shop, and over 45,000 under the check-off. (See LABOUR GAZETTE, October 1945, supplement on *Union Status in Collective Agreements in the Iron and Steel Industry in Canada*, 1945, p. 3.) In the nine months since the Rand formula was enunciated, fifteen other plants besides Ford have embodied it in their contracts with the United Automobile Workers (see the *United Automobile Worker*, Canadian edition, September, 1946, vol. 10, no. 9, p. 1); three iron and steel products plants have included a modified form of it (minus the company security provisions) in their contracts with the United Steelworkers (see *Steel Labor*, Canadian edition, September 1946, vol. xi, no. 9, p. 3); and the International Nickel Company has also written a modified form of it into its contract with the International Union of Mine, Mill and Smelter Workers. In the group of industries comprising non-ferrous metal products, non-metallic mineral products, and chemical products, in 1945, over 3,500 workers were covered by union shop or closed shop contracts, over 3,000 by maintenance of membership, and nearly 15,000 by the check-off (see LABOUR GAZETTE, March 1946, supplement on *Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products, and Chemical*

Products, Canada, 1945). In the woodworking industry in Ottawa itself, two firms under contract with this same local union have the irrevocable check-off for the term of the agreement, and a third has the sixty-day revocable check-off. Of nearly 400 agreements between CCL unions and various employers all across the country, 67 have the union shop or a slightly modified form of it (making union membership compulsory for all new employees), 7 have the closed shop, 73 have maintenance of membership, and 167 have the check-off.

Hundreds of other Canadian employers, many of them very large, and some of the most important until recently fiercely opposed to trade unionism itself, have accepted some form of union security; several large firms, and a considerable number of small ones, have accepted precisely the form, or an even more drastic form (compulsory check-off for all employees for the term of the agreement, but without company security provisions), which the union in this case is asking. But this company refuses to budge one inch from a flat refusal to consider even so modest a proposal as the sixty-day revocable check-off. It is apparently unaware that the whole pattern of industrial relations is changing, that unions are a permanent and important part of our social institutions, and its contribution to progress is to stand pat. If it had been willing to make any concession to secure agreement, I should have been prepared to consider embodying it in this report. In the circumstances, however, I see no reason at all for modifying my view that the union is entitled to ask for a Government-supervised vote on the Rand formula and that both parties should agree to be bound by the results.

Respectfully submitted,

(Sgd.) EUGENE FORSEY,

Employees' Nominee of the Board.

Ottawa, November 6, 1946.

Report of Board in Dispute Between Ingersoll Machine & Tool Co., Ingersoll, Ontario, and Local 2918, United Steelworkers of America (CIO-CCL)

On November 22, 1946, the Minister of Labour received the Report of the Board of Conciliation the personnel of which was as follows: Dr. Alexander Brady, Chairman, appointed by the Minister of Labour on the recommendation of the other two members of the Board, Mr. E. Macauley Dillon, K.C. of Toronto, and Mr. Oliver Hodges of London, appointed on the nomination of the employer and employees respectively.

Report of Board

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR:

The Board of Conciliation appointed by you to deal with the above dispute begs to submit its report.

The Board met representatives of the parties on November 6. Messrs. A. G. Warden, H. A. Wilson, and S. T. Garside represented the Company. Messrs. Frank Quaife and W. H. Hipperson represented the Union.

It appeared that the sole issue dividing the parties concerned the request of the Union for a union-shop on the ground that some employees did not join the Union because they thought that the Company did not wish them to join. The members of the Board of Conciliation are familiar with this type of situation, and their efforts are directed, both in discussions with the parties and in the present report, to persuade the Company and the Union to agree upon some simple provisions that would help to reduce the fears of the Union.

The Board would, therefore, recommend:

(i) That the Company send a letter to every employee stating that it recognizes without question the free right of every employee to join the Union and that any rumours which may have circulated among the employees to the effect that the Company was hostile to the Union were entirely groundless. Such a letter would have a declaratory and symbolic value; it would testify to the genuine desire of the company to remove in the mind of the employees any misunderstandings that some may have entertained.

(ii) That the Union withdraw its request for a Union shop and that the Company concede a voluntary check-off provision irrevocable for the duration of the agreement. At present there is a voluntary check-off recognized outside the Agreement. In this recommendation the Board is solely concerned with the circumstances that it believes the irrevocable element in the check-off protects the Union in the occasional, or odd instance. The Company emphasized before the Board that it disapproves of exerting any compulsion on its employees in the matter of the check-off. The Board is, therefore, asking the Company in this matter to abridge its scruples to a small extent in order to meet the claims of the Union.

These recommendations are submitted by the Board in the behalf that they do not require extravagant concessions by either party, but that they strike the median point in a bargaining situation where agreement between the parties may reasonably be expected. The Board would urge their acceptance upon both Company and Union.

All of which is respectfully submitted.

Dated at Toronto this 19th day of November, 1946.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) OLIVER HODGES,
Employee Nominee.

Minority Report

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR:

I have had the privilege of reading the majority report of the Board in this matter. I agree with its recommendations except the one recommending an irrevocable check-off. The latest figures on the employees and their membership as presented to the Board were as follows:

Employees in the bargaining unit..	211
Members of the union.....	184
On check-off	175

The check-off is at present operating notwithstanding the fact that the agreement itself has expired. Both the employer and the representatives of the Union agree that experience of the immediately preceding period was such as to show practically no net change in the number of employees on the check-off during the period.

At the hearing the employees expressed a feeling that the Company was hostile to the union and that that air of hostility was being communicated throughout the plant. The Company denied that it was hostile to the union and it was my suggestion at the hearing that the type of letter which the majority of the Board had recommended should be written by the Company to dispel that feeling if it existed among the employees. At the hearing the Company agreed to do this if the employees would accept a check-off in substantially its present form. However, the representatives of the employees refused to accept anything less than an irrevocable check-off.

The Company refused to concede this on the ground that it was not willing to impose this element of compulsion on its employees and it was made abundantly clear to me at the hearing that there is not the slightest possibility of the Company ever agreeing to an irrevocable check-off. I am of the opinion, therefore, that to recommend either an irrevocable check-off or the closed shop (to which original demand the Union returned when conciliation failed) would antagonize and tend to postpone the ultimate agreement

of the parties. Consequently, I do not feel disposed to recommend this device as have the majority of the Board. Furthermore, past experience has demonstrated that practically none of the employees revoked their check-off and therefore I see no practical advantage to be gained by recommending it at the expense of the employee's freedom and right to change his mind.

All of which is respectfully submitted.

Dated at Toronto this 25th day of November, 1946.

(Sgd.) E. MACAULEY DILLON,

Employer Nominee.

Member of Board.

Report of Board in Dispute Between Canada Electric Castings Limited, Orillia, Ontario, and United Electrical, Radio and Machine Workers of America, Local 511.

On November 26, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Mr. Justice W. D. Roach, Chairman, appointed on the recommendation of the other two members of the Board, Mr. M. J. Fenwick of Oshawa and Mr. J. L. Ross of Toronto, appointed on the nomination of the employees and employer respectively.

Report of Board

To the Honourable
The Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established by you in this matter hereby respectfully submits its report as follows:

The Board held a preliminary meeting at the City of Toronto on October 30, 1945, and concluded that in the light of the number and character of the disputes between the parties, as they appeared in the report of Mr. Perkins, the conciliation officer, dated the 28th day of September, 1945, it would be helpful if the parties would file briefs with your Board before we met with them. Pursuant to our request, briefs were filed by the parties promptly, and your Board held its first meeting with the parties at the City of Toronto on November 10, 1945. At that meeting the parties were represented as follows:—

For the Employer—Mr. W. H. R. Burrows, President; Mr. C. C. Calvin, K.C., Counsel.

For the Union—Mr. W. E. Blair, District Representative.

As a result of the brief submitted by the company and the representations made to us on behalf of the company at that meeting, it appeared that the company found itself in a most embarrassing position due to dissension, not between the company and its employees, but among the employees themselves. A substantial number of the employees were apparently dissatisfied with the Union and had organized themselves into a body called The

Industrial Council of the Employees of Canada Electric Castings Limited and had applied to the Ontario Labour Relations Board in October for certification as the collective bargaining agency of all the employees. The Union had intervened in those proceedings. The application was due to be dealt with by the Board on November 13. In these circumstances it was felt that our Board should defer our discussions with the parties until after the application of the Industrial Council had been dealt with by the Ontario Labour Relations Board. Accordingly our meeting with the parties was adjourned until November 14, and our Board at once advised the Ontario Labour Relations Board of our position.

We again met with the parties at Toronto on November 14. The Ontario Labour Relations Board had reserved its decision on November 13. As a result of the discussions at that meeting, our Board decided that we should meet with the parties at Orillia and invite representatives of the Industrial Council to appear before us. Our purpose was to attempt a reconciliation between the opposing groups of the employees as a preliminary step towards a solution of any differences between the employer and its employees.

It should be here stated that the Union had been certified as the bargaining agent of the employees by the Ontario Labour Court in the autumn of 1943. A collective bargaining agreement had been entered into between it and the company dated June 7, 1944. On April 5, 1945, the company served notice terminating that agreement on June 6, 1945.

We next met with the parties and representatives of the Industrial Council at Orillia on November 21. At that time the parties were represented as follows:—

For the Company—Mr. Burrows and Mr. Calvin, as previously;

For the Union—Mr. Blair, Mr. William Jones, member of the negotiating committee, and Mr. Clarence Johnson, Financial Secretary of Local 511.

We heard representations from the representatives of both the Union and the Industrial Council. The friction between these opposing groups of employees was greater than we had anticipated and there was no possibility of bringing about a reconciliation between them. Each of those bodies claimed to represent a substantial majority of all the employees. The position of the company became more apparent as a result of that meeting. It insisted that it was willing to negotiate an agreement, but it was manifest that if it then negotiated with the Union, before the application of the Industrial Council for certification had been decided, there would be an avalanche of resentment against the company by the members of the Industrial Council. It was evident that your Board could not bring about harmonious industrial relations in this plant until the dispute between the opposing groups of employees had been officially concluded. All parties concurred in this opinion and, accordingly, the meeting was adjourned sine die to await the decision of the Ontario Labour Relations Board.

On January 9, 1946, the Ontario Labour Relations Board directed that a vote be taken among the employees. That vote was taken on February 18, 1946. The ballot submitted was as follows:—

In your dealings with Canada Electric Castings Limited do you wish to bargain collectively through

United Electrical, Radio and Machine Workers of America, Local 511;

The Industrial Council of the Employees of Canada Electric Castings Limited.

The result of the ballot was as follows:—

Number of names on eligibility list...	49
Number of ballots cast.....	42
Number of ballots spoiled.....	1
Number of ballots segregated (not counted)	2

Number of ballots in favour of Industrial Council	23
Number of ballots in favour of Union..	16
	—
	42

On June 11, 1946, the Ontario Labour Relations Board issued its decision dismissing the application of the Industrial Council.

From that decision the Industrial Council appealed to the National Wartime Labour Relations Board. That Board issued its decision on October 22, 1946, dismissing the appeal.

In the result the Union is still the certified bargaining agent of all the employees.

That issue having been thus terminated, the Chairman of your Board wrote to both the Company and the Union under date October 4, pointing out that your Board was anxious to complete its duties and that we were at the services of the parties if they required our services further. We have received no reply from the Union. The company replied under date October 7 stating that it had not received any communication from the Union relevant to further negotiations.

In view of the lapse of time since October 4 when your Board thus communicated with the parties, it is felt that this report should not be longer delayed.

All of which is respectfully submitted.

Dated this 23rd day of November, 1946.

(Sgd.) W. D. ROACH,
Chairman

(Sgd.) M. J. FENWICK,
Employees' Nominee

(Sgd.) J. L. ROSS,
Employer Nominee

Report of Board in Dispute Between Hamilton Chapter of the Canadian Association of Master Painters and Decorators, Hamilton, Ontario, and the Brotherhood of Painters, Decorators and Paperhangers of America, Local 205 (AFL-TLC).

On November 2, 1946, the Minister of Labour received the Report of the Board of Conciliation the personnel of which was as follows: His Honour Judge Samuel Factor, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other two members of the Board, Mr. R. H. Yeates, of Hamilton, and Mr. N. W. Linington, of Hamilton, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
P.C., M.P.,
Minister of Labour,
Ottawa, Ont.

SIR:

The Board of Conciliation established by you in the above matter hereby reports as follows:

The Board held sittings at the City of Hamilton on October 16, and at the City of

Toronto on October 30 and November 2.

At the hearing on October 30, the employer (Hamilton Chapter of the Canadian Association of Master Painters and Decorators) was represented by Mr. E. Lock, the Vice-President of the Chapter, Mr. Charles Kermath, Secretary, and Mr. H. A. Boyd, Counsel for the Chapter. The employees (Brotherhood of Painters, Decorators and Paperhangers of America, Local 205) were represented by Mr. Fred Molineaux and Mr. George Wallace, two members of the Bargaining Committee.

Local 205 of the Union is negotiating a collective bargaining agreement with the employer, the aforesaid Chapter, and all matters have been agreed to with the exception of union security, the matter of wages having been decided by the Regional War Labour Board.

The union has submitted the following proposal on union security:

"All employees, members of Local 205 at the date of the agreement, shall continue their membership as a condition of employment, and all who are not then members shall become members within twenty-one days after employment and continue their membership as a condition of employment."

In other words, the union proposes a union shop.

It is interesting to note the background of this local union, which has a history of co-operation for many years since it was chartered by the Brotherhood on June 26, 1900, and is affiliated with the American Federation of Labour and the Trades and Labour Congress of Canada.

The relation between the Chapter and the Union has been very co-operative, and a minimum of interruptions has been caused by strikes during the past thirty odd years. Agreements have been executed between these parties; the most recent one in 1944, which was renewed by mutual consent in 1945, and expired March 28, 1946. In that agreement the following clause was contained:

"Union shop conditions will prevail and preference given to union men."

It is contended by the Union that such clause is a union shop clause, and that the intention was that any non-union men could be hired but that they would become members of the Union within a specified time, and it emphasizes the words "union shop conditions" as bearing the meaning of a union shop, and that its present proposal, as above contained, is merely a re-drafting or clarification of the old clause.

The Chapter is composed of thirty-eight painting and decorating contractors who belong to the Chapter, out of a total of one

hundred and twenty master painter contractors in the City of Hamilton, so that eighty-two painting and decorating contractors are independent and obtain a good percentage of the business in Hamilton and vicinity, although it seems that the dollar volume of business is in the hands of this Chapter.

The Chapter vigorously opposes the imposition of a union shop on several grounds. In the first place, the business is seasonal, and they usually work under pressure of completing a job, which makes it necessary for them to obtain extra men who are not union members, and that it will be impractical to ask these temporary employees to join the union, and that they would rather not take the job. The Chapter contends that this equally applies to permanent employees; that the better workmen would not submit to being compelled to join the Union within a limited time, with the result that the business of the contractors would be curtailed if such employees would have to be dismissed because of their refusal to join the Union.

It is further contended by the Chapter that although they control the dollar volume of business, they are in the minority so far as numbers are concerned, and that any employee who refuses to join the union or maintain his union membership as a condition of employment would merely leave their employment and go to one of the other eighty-two independent contractors, and that it is not a case of imposing this union security clause on a single employer, but rather on a fluctuating body of employers, and it could not be practically enforced.

There was also quite a difference of opinion as to the number who are presently union men, the Chapter contending that only 20 or 25 per cent are, whereas the union representatives stated about 75 per cent are union men. From the evidence it seems that the total number of employees is between 300 and 375, and that only 160 are union members, which includes about 60 working for contractors not belonging to the Chapter.

Your Board is of the opinion that some form of maintenance of membership should be provided, qualified to enable a member of the Chapter to retain a valuable employee, or an employee possessing outstanding ability, or one who is employed under other circumstances which would adversely affect the business of the employer if he were dismissed for not joining the Union. The Board is also of the opinion that without compelling new men that are hired to join the union, that preference should be given to union men if they are available, but no non-union men should be hired in order to displace union men.

In order to achieve both of the above-mentioned objectives, your Board recommends the following union security clause being inserted in the agreement;

All employees who, at the date of this agreement, are members in good standing of the union, shall remain members of the union as a condition of their employment; subject, however, that the Chapter or any member thereof, on the ground that an employee possesses such outstanding ability is so valuable to his employer, or is employed under such other circumstances that the business of the employer will be adversely affected by his dismissal, may retain in his employment such employee, although he has resigned or has been suspended or expelled from the union. If any dispute arises as to the aforesaid grounds, it shall be referred

to arbitration as provided in Clause 11 of the agreement.

In the hiring of new employees, preference shall be given to union men; if no union men are available, the employer may hire non-union men, but such non-union men shall not be hired to replace a union man unless the union man has been dismissed or discharged for cause.

All of which is respectfully submitted.

Dated at Toronto this 2nd day of November, 1946.

(Sgd.) S. FACTOR,

Chairman.

(Sgd.) R. H. YEATES,

Employer's nominee.

(Sgd.) N. W. LININGTON,

Employee's nominee.

Report of Board in Dispute Between Cannery's Machinery, Limited, Simcoe, Ontario, and Local 257, (UAW-CIO)

On November 29, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: The Honourable Mr. Justice W. D. Roach, Chairman, appointed by the Minister of Labour on the recommendation of the other two members of the Board, Mr. John Sheppard of Toronto, and Mr. Bora Laskin, also of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable
The Minister of Labour
Ottawa, Ontario.

The undersigned Chairman and Members of the Board of Conciliation established by you in this matter hereby submits its report as follows.

Through the whole-hearted and sincere co-operation of the parties with your Board all disputes between the parties have been completely settled and they have entered into a collective bargaining agreement.

The parties were represented before us as follows:—

For the Company: Mr. J. B. Doyle—President
Mr. W. S. Bryan—Accountant

For the Union: Mr. Robert Stacey—District Representative
Mr. L. E. Exelby—President, Local 257
Mr. G. R. Munn—Financial Secretary, Local 257

Your Board cannot speak too highly of the generous assistance given them by these representatives who throughout the entire proceedings demonstrated their anxiety to have harmonious industrial relations in this plant.

This is the second collective bargaining agreement between the parties. The earlier one expired on February 28th of this year. It contained a maintenance of membership clause which has been also embodied in this second agreement. As between the parties it has proved quite satisfactory, but as between the local officers of the union and the members difficulties have arisen. Frequently some of the members have been inexcusably dilatory or negligent in the matter of payment of their union dues. Had the local officers of the union applied the maintenance of membership provision of the agreement strictly, it would have meant that those delinquent members would have lost their employment with the company. The fact that the local officers refrained from doing so was due to an all too generous attitude toward the delinquents. This situation was explained to your Board by the representatives of the Union and we felt that it was of such importance that we should record our unaniomus views on it in this report.

We believe, because it was so reported to us, that the members of this local are fundamentally loyal to it. It apparently functions along democratic lines without any undue pressure from officials whose jurisdiction is either local or extends throughout the district. So long as it does operate in a democratic manner the members should give it more than mere lip service. If it is to be healthy and virile, as it should be, then it deserves the whole-hearted support of its members including their financial support. It is entitled to all that or nothing. The secretary or treasurer or other officers of a local union should not be mere collection agents for the collection of dues and it savours of selfishness and unfairness if and when the members so regard

them. It is more selfish and more unfair when the rank and file of a local union, having once been assured the benefits that have come to them through the agency of the union, should continue to reap those benefits and at the same time become indifferent in their support of the union. We feel reasonably certain that in this particular local there has not been any intended or studied indifference by the members toward it and that delinquency in the matter of dues payment has been due to carelessness. That is a condition which it behoves the members to remedy forthwith and to be on guard against its recurrence.

Report of the Board in Dispute Between A. E. McKenzie Company Limited, Brandon, Manitoba, and Local 1, Canadian Bakery Workers' Union (CCL)

On November 26, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge Milton George of Morden, Manitoba, Chairman, appointed by the Minister of Labour on the recommendation of the other two members of the Board, Mr. T. W. Laidlaw of Brandon and Mr. J. Silver of Brandon, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

DEAR SIR:

In the matter of the Wartime Labour Relations Regulations P.C. 1003, and of a dispute between A. E. McKenzie Co. Ltd., Brandon, Man., and Canadian Bakery Workers' Union (CCL).

We wish to report that the Conciliation Board, authorized by your Order dated September 20, 1946, met at Brandon, Man., on Tuesday, November 19, and continued its sessions throughout November 20 and 21.

During such sessions representations were made to the Board by Mr. A. E. McKenzie, on behalf of the employer, and by Mr. T. W. White, on behalf of the employees.

All terms of the Agreement, formerly agreed upon by the parties before Mr. Williams, the Conciliation Officer, were reconsidered and discussed and necessary amendments made

We draw your attention to the provisions in the agreement regarding preferential seniority for veterans, and the fact that it has received the unqualified endorsement of the Provincial Command of the Canadian Legion.

All of which is respectfully submitted.

Dated at Toronto, this 27th day of November, 1946.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) JOHN W. SHEPPARD,
Employer's Nominee.

(Sgd.) BORA LASKIN,
Employee's Nominee.

satisfactory to both parties concerned. The other terms, on which agreement could not be reached with the assistance of the Conciliation Officer, were the subject of lengthy discussion before this Board. We are pleased to report that, with the assistance of the Board, perfect agreement was reached on these points as well and a final collective agreement agreed upon by both parties. Such Agreement will be drawn up, setting forth all the terms agreed upon and executed in due course.

We are further pleased to report that the antagonistic feeling existing between the parties, that was so apparent during the first day's sessions, appeared to be entirely dissipated before the conclusion of the hearings and both parties showed a ready willingness to co-operate to the fullest extent in carrying out the terms of the Agreement.

In closing the hearing, this Board recommended that a notice, signed by both parties, stating that a satisfactory Agreement between employer and employee had been reached, be immediately posted up in a conspicuous place in the office of the plant.

Yours truly,

(Sgd.) J. M. GEORGE,
Chairman.

(Sgd.) J. W. SILVER,
Employee Member.

(Sgd.) T. W. LAIDLAW,
Employer Member.

Report of the Board in Dispute Between Donnell and Mudge Ltd., New Toronto, Ontario and Local 330, International Fur and Leather Workers Union (CIO-CCL)

On November 28, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge H. E. Fuller,

Chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other two members of the Board, Mr. R. R. Evans, K.C. of Hamilton, and Mr.

Norman Levy of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable
The Minister of Labour,
Department of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you in this matter held a number of meetings with the parties. For the Company there appeared Mr. N. L. Mathews, Solicitor, Mr. P. J. Duggan, General Manager, Mr. Walter Dudley, Factory Manager, and Mr. William Ridout, Superintendent. The Union was represented by Mr. F. Collins, International Representative, Mr. Murdock, Mr. Segar, President of the Local Union, and a number of the Committeemen of the Union.

After several meetings, a number of the matters in dispute were settled and it was agreed that on those matters still outstanding the Chairman of the Board should make suggestions for settlement directly to the Company and to the Union. This was done and there followed a meeting between Mr.

Collins, representing the Union, and Mr. Mathews, representing the Company, at which time a settlement was arrived at in all matters then outstanding.

It is therefore with some satisfaction that the Board are able to report to you that an Agreement has been arrived at between the parties on all matters in dispute and a new collective bargaining agreement, the terms of which have been agreed upon, is now being drawn up for signature by the parties.

The Board wish to acknowledge the assistance and co-operation by Mr. Mathews and Mr. Collins and the willingness to co-operate for the purpose of arriving at a settlement by all parties concerned.

All of which is respectfully submitted.

Dated at Welland, Ontario, this 22nd day of November, A.D. 1946.

(Sgd.) HAROLD E. FULLER,
Chairman.

(Sgd.) NORMAN LEVY,
Member of Board (Employees).

(Sgd.) R. R. EVANS,
Member of Board (Employer).

Report of Board in Dispute Between Moffats Limited, Weston, Ontario, and Local 3129, United Steelworkers of America (CIO-CCL)

On November 30th, 1946, the Minister of Labour received the Report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge Samuel Factor, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other two members of the Board, Mr. E. Macauley Dillon of Toronto, and Mr. David Archer, also of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Sir:

The Board in this matter consisted of David Archer, the nominee of the employees, E. Macauley Dillon, K.C., the nominee of the employer, with His Honour Judge Samuel Factor as chairman appointed by the Minister of Labour.

The Board had three sessions. The employees were represented by P. G. O'Donovan, Regional Officer of United Steelworkers of America, Cleve Kidd, Research Director of United Steelworkers of America, Keith Ross,

President of Local 3129 and John Noble, James Mair and Frank Ditta, members of the bargaining committee of the Local. Mr. D. G. Pyle of the Central Ontario Industrial Relations Institute appeared for the Company which was also represented by Mr. Norman Moffat, one of the directors, Walter S. Miller, works manager, and Mr. James L. Ross, secretary and solicitor for the Company.

Your Board is very pleased to report that after discussion of the matters still at issue between the parties and a full exploration of what the Board felt were reasonable compromise proposals, this dispute has been fully conciliated and the parties have executed a collective bargaining agreement.

All of which is respectfully submitted.

Dated at Toronto this 28th day of November, 1946.

(Sgd.) S. FACTOR
Chairman.

(Sgd.) D. B. ARCHER,
Member of the Board.

(Sgd.) E. MACAULEY DILLON,
Member of the Board.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 14 industrial disputes during the month of November, involving 21,249 workpeople employed in 34 separate establishments. Of these, 6 were new disputes which originated during the month and 8 were situations which had been untermiated as of October 31, and received further attention in November. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.	
Metal Mining.....	2
MANUFACTURING	
Vegetable Foods.....	1
Metal Products.....	2
Printing and Publishing.....	2
Wood Products, Miscellaneous.....	1
Shipbuilding.....	1
Miscellaneous.....	1
Rubber Products.....	3
TRANSPORTATION AND PUBLIC UTILITIES	
Water.....	1
SERVICE	
Public Administration.....	1

Nature of Dispute or Situation

Strike or lockout.....	3
Threatened strike or lockout.....	1
Controversy.....	2
Arbitration.....	1
Request to conduct consent election..	1
Requests for services of Commissioners	6

Predominant Cause or Object

Increased wages.....	1
Increased wages and reduced hours....	1
Increase in wages and other changes..	3
Discharge of workers for union membership or activity.....	5
Union jurisdiction.....	1
To secure or maintain union wages and working conditions.....	2
Other union questions.....	1

Disposition

Strikes terminated by mediation or other departmental action (other than as indicated below).....	1
Decision rendered in arbitration.....	2
Election or vote conducted.....	1
I.D.I. Commission appointed under Section 5, P.C. 4020.....	2
Collective agreement signed.....	1
Dispute lapsed or called off; no further action required.....	2
Disposition pending.....	5

Method of Settlement

Conciliation or mediation.....	4
Direct negotiations.....	2
Arbitration.....	1
Administrative action.....	2
Settlement pending.....	5

Brief summaries of some of the cases of chief interest follow:—

Wood Products Workers, Grimsby, Ontario.—It was reported in the November issue of the *LABOUR GAZETTE* (p. 1574) that the Minister of Labour had appointed His Honour Judge H. E. Fuller, of Woodstock, Ontario, to investigate charges that Merritt Brothers, of Grimsby, Ontario, had dismissed two employees allegedly on account of union activity on behalf of the United Automobile, Aircraft and Agricultural Implement Workers of America. A hearing of the case took place at Grimsby on November 18, following which the Commissioner reported that, upon the evidence, he found that the two employees were dismissed for breach of plant rules, and that there was no evidence that they were dismissed on account of their membership in or activity on behalf of the union concerned.

Advertising Workers, Toronto, Ont.—The November issue of the *LABOUR GAZETTE* (p. 1574) contained a report of the appointment by the Minister of Labour of His Honour Judge Samuel Factor, of Toronto, to investigate a complaint that the E. L. Ruddy Sign Company, Limited, of Toronto, had dismissed an employee because of his membership or

activity on behalf of the United Retail, Wholesale and Department Store Employees of America. The Commissioner found upon the evidence that the man in question was dismissed by the Company for the reason that he attended a union meeting and was working on behalf of the union. Pursuant to a recommendation of the Commissioner, the Acting Minister of Labour ordered the Company to reinstate the dismissed employee in his former position and to reimburse him for lost wages.

Rubber Workers, Acton Vale, P.Q.—During November, a report was received from Judge Honoré Achim, of Montreal, P.Q., in connection with his investigation as Industrial Disputes Inquiry Commissioner of a charge that Acton Rubber Limited, Acton Vale, P.Q., had dismissed an employee because of activity on behalf of Local 236, Rubber Workers Federal Union (T.L.C.C.). (See October LABOUR GAZETTE, p. 1435.) The report indicated that the union had withdrawn its complaint for lack of evidence.

Rubber Workers, Welland, Ont.—In the latter part of November a request was received from the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commission to investigate a charge that the Joseph Stokes Rubber Company, Limited, Welland, Ont., had dismissed or discriminated against two employees for the reason that they were working on behalf of the United Electrical, Radio and Machine Workers of America. In compliance with this request, the Acting Minister of Labour on November 29 appointed His Honour J. G. S. Stanbury, of St. Catharines, Ontario, for the purpose of conducting an investigation under the provisions of Section 5 of Order in Council P.C. 4020.

Jewellery Products Workers, Toronto, Ont.—Pursuant to a request by the Minister of Labour for Ontario, the Acting Minister of Labour on November 9 appointed His Honour Judge A. Cochrane, of Brampton, Ontario, as an Industrial Disputes Inquiry Commissioner under the provisions of Section 5 of Order in Council P.C. 4020 to investigate a charge that Coro (Canada) Limited, of Toronto, had dismissed two employees because of union membership or activity. The union involved was the Metal Polishers', Buffers', Platers' and Helpers' International Union. The report of the Commissioner had not been received at the end of the period under review.

Newspaper Compositors, Various Provinces.—Reference was made in the October issue of the LABOUR GAZETTE (p. 1437) to the appointment of the Honourable Mr. Justice

S. E. Richards, of Winnipeg, Man., as an Industrial Disputes Inquiry Commissioner to investigate matters in dispute between the Southam Company, Limited, and the International Typographical Union, involving daily newspapers published by the Company in Winnipeg, Edmonton, Vancouver, Hamilton and Ottawa.

During November, the Commissioner reported the results of his separate and joint meetings with officials of the Company and the Union. He stated that the president of the Company had taken the position that it was the traditional policy of the Company that the local publisher of each newspaper should negotiate independently any collective agreement in respect of the newspaper published by him. The Company president would not negotiate for the local publisher.

The international president of the Union took the position that he represented all the local unions involved in the dispute and was ready to enter into negotiations towards a settlement of the issues in dispute. He stated, further, that the Union had no objection to local negotiations and separate collective agreements for each newspaper, but that each agreement must be approved by the executive council of the Union and by himself. The Union also claimed that the agreements must be entered into at the same time by all the publishers of the Southam Company's newspapers.

The Commissioner stated that the parties refused to change their respective positions and that he was unable to bring about a settlement of the issues in dispute between them.

Ammunition Workers, Renous, N.B.—On November 7, 1946, some 133 prevailing rates employees of the Department of National Defence (Naval Services) employed at the Royal Canadian Armament Depot, Renous, N.B., went on strike in support of demands that they be paid wage rates equal to those in effect at the Naval Ammunition Depot at Halifax, N.S. The employees were for the most part members of the Magazine Workers' Federal Union, No. 239 (T.L.C.C.).

Various conferences were held between representatives of the Department of National Defence (Naval Services), the Department of Labour and the employees of the Armament Depot, as a result of which the employees resumed work on December 3 under wage rates which had been fixed previously by the Treasury Board. The Acting Minister of Labour early in December appointed Mr. C. J. A. Hughes, of Fredericton, N.B., as an Industrial Disputes Inquiry Commissioner to

make an investigation of the rates of wages which would be appropriate for the work involved in the light of prevailing conditions.

Metalliferous Miners, British Columbia.—In a summary of developments in the strike affecting some 12 metalliferous mining companies in British Columbia, which appeared in the November issue of the *LABOUR GAZETTE* (p. 1575), it was reported that the employees of the two copper producing companies involved had resumed work following the acceptance of recommendations made by the Industrial Disputes Inquiry Commissioner, the Hon. Gordon McG. Sloan, Chief Justice of British Columbia.

Further negotiations then took place on a local basis between various gold producers and representatives of the International Union of Mine, Mill and Smelter Workers. Hedley Mascot Gold Mines, Ltd., Hedley, B.C., was the first company to reach an agreement with the union. A tentative understanding was arrived at on November 7 providing for wage increases of 12 cents per hour for miners and timbermen, 14½ cents per hour for surface labourers and 10 cents per hour for other employees. The company also agreed to pay shift differentials of 3 cents and 5 cents per hour for the second and third shifts respectively, when worked. Hours of work were fixed at 48 hours per week for the first six months of the new agreement, with overtime after 44 hours, upon the understanding that the question of hours would be the subject of further negotiations thereafter. In addition, the company agreed to the same check-off provisions as had been adopted earlier in the copper producing companies and the coastal logging industry, and to pay a service bonus of \$12.00 per year after one year of service increasing annually to a maximum of \$108.00 per year after nine years of service. (The service bonus feature was new at Hedley but had been in existence previously in the Bridge River area.) The employees of the Hedley Mascot Company, on the recommendation of the District Policy Committee of the union, voted on November 10 to accept the tentative agreement and work was resumed promptly afterwards.

Other gold producing companies maintained that they could not follow the lead given by the Hedley Mascot management, claiming that payment of such increases would mean that a large proportion of their ore would not be profitable. The union, for its part, held to the position that it was prepared to accept the recommendations made by the Commissioner on October 15, except for the proposed wage increases of 8 and 6 cents per hour, which it held to be inadequate.

On November 15 the employees of Taku River Gold Mines Limited, near Atlin, B.C., resumed work, the operating company, Polaris-Taku Mining Company, Ltd., having reached an agreement with the union. It was reported that the agreement provided for a general increase of 12 cents per hour for miners and timbermen, and 10 cents per hour for other classifications, in addition to the provision of a bonus based upon length of service. Approximately 120 employees of this company had been on strike since October 31, in contrast to the other companies' employees who had been on strike since July 3.

Chief Justice Sloan then resumed conversations with the parties in an effort to find a formula which would be satisfactory to the union and to the eight remaining companies whose employees continued on strike. Spokesmen for the parties came to a tentative agreement which would involve the payment of over-all wage increases of 10½ cents per hour, together with the same concessions in regard to shift differentials, overtime and check-off provisions which had already been granted by the copper producers. Subsequently a representative of the companies added a number of stipulations, including a declaration that all bonuses would be eliminated, but the union's Policy Committee decided to recommend acceptance of the tentative agreement to the union membership, leaving other details for later negotiations. Approval of the tentative arrangement was given by five of the companies—Bralorne Mines Limited, Pioneer Gold Mines of B.C., Ltd., Cariboo Gold Quartz Mining Co., Ltd., Island Mountain Mines Co., Ltd., and Silbak Premier Mines, Ltd.—and the managements of Sheep Creek Gold Mines, Ltd., and Kelowna Exploration Co., Ltd. (Nickle Plate Mine) were reported to have agreed to recommend acceptance to their head offices.

Over the week-end of November 24 the employees of all mines still on strike voted in favour of the adoption of the tentative agreement.

At the time of going to press, it was reported that preliminary work in preparation for the full resumption of operations was under way at the Silbak-Premier, Bralorne, Pioneer, Cariboo Gold Quartz and Island Mountain properties. No information was available as to when the managements of Sheep Creek and Kelowna Exploration (Nickle Plate Mine) would resume operations at their properties, and there were indications that the mine of the Base Metals Mining Corporation, Ltd., at Field, B.C., would not be reopened.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Collective agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Logging

WESTERN AND NORTHERN ONTARIO—VARIOUS COMPANIES AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, WOODLANDS DIVISION, LOCALS 2786 AND 2995.

Agreement reached following strike, *LABOUR GAZETTE*, Nov. p. 1653, to be in effect from October 30, 1946, to August 31, 1947, and thereafter from year to year subject to 30 days' notice. The companies recognize the union as the sole bargaining agency for all eligible employees. Vacation: one week with pay for permanent employees with one year's service, 2 weeks with pay for those with 5 years' continuous service.

Daily wage rates for certain classes: apprentices \$4.65, cookees, camp watchmen, dam and storage ground watchman \$5.20, bull cooks, chore boy, night watchman \$5.45, cooks \$6 to \$7.75, general labour \$6.20, skidders and rollers \$6.25, loaders and unloaders, teamsters (less than 4 horses) \$6.40, teamsters (4 horses or more) \$6.65, tractor drivers (using scrapers, graders) \$7 to \$8.25, others \$6.40 to \$7.40, truck drivers \$6 to \$7.40, drillers \$6.40 and \$6.50, river drivers \$6.75 and \$7, blacksmiths \$6.50 to \$7.50, saw filers \$6.40 to \$7.40. Charge for board and lodging shall be \$1.20 per calendar day.

Provision is made for the adjustment of disputes.

Manufacturing: Tobacco and Liquors

MONTREAL, P.Q.—IMPERIAL TOBACCO COMPANY OF CANADA, LIMITED AND TOBACCO WORKERS INTERNATIONAL UNION, LOCAL 234.

Agreement to be in effect from September 12, 1946, to September 11, 1947, and thereafter from year to year subject to notice.

Maintenance of membership: all employees who are members of the union, or hereafter

become members, shall remain members during the life of the agreement. All new employees hereafter employed shall become and remain members upon completion of the 2 months' probationary period. Provided however that any employee shall have the right to resign his membership in the union within 10 days prior to the expiration of the agreement. Check-off: the company agrees to deduct monthly from the employee's pay the union dues upon the employee's authorization and remit same, less 2 per cent, to the union.

Hours of work: day workers—9 per day Monday through Friday, a 45-hour week, shift workers—8 per day Monday through Friday, a 40-hour week, (watchmen, firemen, cigarette paper processors, furniture polisher and janitors average from 48 to 54 hours per week). Overtime: time and one-half for work in excess of the above hours and for all work (except watchmen, etc.) on Saturdays, Sundays and 8 specified holidays, 3 of which are paid holidays for those working on the days immediately preceding and following such holidays. On 4 church holy days the plant will not open until 8 o'clock but the workers working the balance of the day or shift will be paid for full time. Vacation: in accordance with the provisions of Ordinance No. 3 of the Quebec Minimum Wage Commission and in addition one week with pay to all hourly or piece-work employees who have completed 7 years' continuous service with the company. Employees on a salary basis will be given 2 weeks with pay upon completion of one year's service, upon completion of ten years' continuous service 2 additional days' vacation, upon completion of 15 years' continuous service 4 additional days and upon completion of 20 years' continuous service one week extra.

Provision is made for seniority rights and grievance procedure.

WINDSOR, ONT.—CANADIAN BREWERIES TRANSPORT LIMITED AND THE BRITISH AMERICAN BREWING COMPANY LIMITED AND THE INTERNATIONAL UNION OF UNITED BREWERS, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 232.

Agreement to be in effect from January 7, 1946, to March 31, 1947, and thereafter from year to year subject to notice. Supplementary agreement effective August 1, 1946, to March 31, 1948. The company shall employ only union members in good standing, if none available then competent workers may be hired and these shall be allowed to join the union.

Hours of work and overtime: 40 hours per week (for inside men) excluding engineers, firemen and watchmen, time and one-half for work in excess of these hours and for all work on Sundays. Double time for work on any of 6 specified paid holidays. The employer will endeavour to adhere to the 5-day week of approximately 45 hours for drivers and helpers.

who shall be paid an additional day's pay if they work on any of the specified holidays. Vacation: two weeks with pay for employees with one year's service with the company, those with but six months' service, one week with pay.

Hourly wage rates effective August 1, 1946: bottlers operating machines, fermenting room and cold storage workers, kettlemen, wash house employees 97 cents; other bottlers, maintenance men (minimum rate) 91 cents; coopers \$1.09½; watchmen 70 to 73 cents; drivers (after 6 months) \$40.75 per week; helpers \$37.50 per week; garage mechanics and assistants \$37.50 to \$47.80 per week.

Manufacturing: Animal Foods

LUNENBURG, N.S.—LUNENBURG SEA PRODUCTS LIMITED AND THE CANADIAN FISH HANDLER'S UNION, LOCAL 2.

Agreement to be in effect from October 4, 1946, to October 3, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole collective bargaining agency for its employees. Check-off: the company agrees, upon employee's authorization, to deduct union dues from their pay and remit same to the union.

Hours of work and overtime: time and one-half for work in excess of 8 hours per day and for all work on Sundays, double time for work on any of 8 specified statutory holidays. Vacation: one week with pay for all employees with one year's service with the company. Two weeks with pay for those with 3 years' service.

Wage rates: company agrees to make joint application with the union to the Regional War Labour Board for permission to institute, effective October 1, 1946, a wage increase of 10 cents per hour to each employee, and also to pay 3 cents per hour extra to charge or leading hands and also to employees while working in the cold storage rooms. The 5 per cent bonus paid employees, however, will be discontinued from October 1, 1946.

Provision is made for seniority rights, a life, sickness and accident plan and grievance procedure.

MONCTON, N.B., TORONTO, ONT., ST. BONIFACE, MAN., MOOSE JAW, SASK., EDMONTON, ALTA., AND NEW WESTMINSTER, B.C.—SWIFT CANADIAN COMPANY LIMITED AND THE UNITED PACKINGHOUSE WORKERS OF AMERICA, (LOCALS 244, 208, 219, 177, 280 AND 180 RESPECTIVELY).

Agreement to be in effect from August 1, 1946, to August 1, 1947, and thereafter from year to year subject to 30 days' notice. Maintenance of membership: all employees who are now or later become union members in good standing must as a condition of employment maintain such membership during the life of the agreement, except that during the last 15 days of the term of the agreement, members may resign their membership in the union without affecting their employment. Check-off: the company agrees to deduct monthly from the pay of employees who so authorize the union dues and to remit same to the union.

Hours of work: 8 per day Monday through Friday, 5 on Saturday, a 45-hour week. Overtime: time and one-half for work in excess of the above hours, double time for all work on Sundays or assigned day off duty. Eight specified

statutory holidays shall be paid holidays and employees shall receive their regular rate of pay in addition for any work performed on these days. Vacation: one week with pay after one year's service with the company, 2 weeks with pay after 5 years' continuous service and 3 weeks with pay after 15 years' service for females and after 20 years' service for males.

Wage rates to be increased 5 cents per hour from August 1, 1946, and an additional 5 cents per hour from October 1, 1946, subject to the approval of the Regional War Labour Board a premium of 5 cents per hour will be paid for night work between 6 p.m. and 6 a.m. Gang leaders are to receive 5 cents per hour more than the rate of the highest paid member of the gang. The company guarantees to each full-time hourly-paid employee, pay equivalent to 37½ hours of work at his regular rate of pay for each week at work for the company, subject to certain rules of eligibility.

Provision is made for seniority rights and grievance procedure.

MONTREAL, P.Q.—WILSIL LIMITED AND THE UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 358.

Agreement to be in effect from November 7, 1946, to July 31, 1947, and thereafter from year to year subject to 2 months' notice. The company recognizes the union as the exclusive bargaining agency for its plant. Maintenance of membership: all employees who are now or later become union members must as a condition of employment maintain such membership in good standing during the term of the agreement, except that during the last 2 weeks of the term of the agreement members may resign from the union without affecting their employment. Check-off: the company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union.

Hours of work: the regular work week shall be considered to be 48 hours. In no case shall the prescribed hours exceed 9 in one day or 48 in one week. The company agrees to guarantee a minimum work-week of 40 hours at regular rates of pay subject to certain provisions. Overtime: time and one-half for all work in excess of the prescribed hours or, when by reason of a late start it is necessary to work more than one hour beyond scheduled quitting time, or any hours worked before the scheduled starting time for hourly-rated employees. Double time shall be paid for all work on Sundays (or assigned day off, if regular shift falls on Sunday) and 8 specified paid holidays. Vacation: one week with pay after one year's service, 2 weeks after 5 years' service, 3 weeks after 15 years for females and after 20 years for males. A 10-minute rest period shall be allowed during morning and afternoon shifts provided the working time of the shift exceeds 2½ hours.

Wage rates: it is mutually agreed by the company and the union to make application within 10 days to the Regional War Labour Board for approval of a 10 cents per hour increase for all workers presently employed by the company to be retroactive from October 1, 1946. A night premium of 5 cents per hour will be paid for work performed between the hours of 6 p.m. and 6 a.m.

Provision is made for seniority rights and grievance procedure.

MONTREAL AND HULL, P.Q., PETERBOROUGH AND TORONTO, ONT., WINNIPEG, MAN., EDMONTON, ALBERTA, AND VANCOUVER, B.C.—CANADA PACKERS LIMITED AND THE UNITED PACKING-HOUSE WORKERS OF AMERICA (LOCALS 357, 314, 210, 114, 216, 243 AND 162 RESPECTIVELY).

Agreement to be in effect from August 1, 1946, to July 31, 1947, and thereafter from year to year subject to 2 months' notice. The company recognizes the union as the exclusive bargaining agency for all eligible employees in the above plants. Maintenance of membership: any employee who is now or later becomes a member of the union in good standing shall, as a condition of employment, maintain such membership during the term of the agreement, except that during the last 2 weeks of the term when members may resign from the union without their employment status being affected. Check-off: the company agrees, upon an employee's authorization, to deduct monthly from the employee's pay his union dues and to remit same to the union. There shall be no intimidation or coercion because of membership or non-membership in the union.

Hours of work and overtime: regular work-week to be 45 hours (except at Montreal and Hull where it is 48 hours), consisting of days of varying lengths as presently in effect. In no case shall the prescribed hours exceed 9 in one day or above weekly totals. In consideration of the foregoing the Company guarantees a minimum work week of 37½ hours (40 at Montreal and Hull) at regular rates of pay subject to certain conditions. Time and one-half will be paid for work in excess of the prescribed hours and double time for all work on Sundays. Eight paid holidays will be observed and employees will be paid at regular rate in addition for any work performed on these days. Rest periods of 10 minutes will be allowed during morning and afternoon shifts. A night premium of 5 cents per hour will be paid to all regular hourly-rated employees for work between 6 p.m. and 6 a.m. Vacation: one half day with pay for every month's service and after one year's service, one week with pay, after 5 years' service 2 weeks, after 15 years' service (by females) 3 weeks and after 20 years' service (by males) 3 weeks.

Wages: a retroactive increase of 5 cents per hour from August 1, 1946, and an additional 5 cents per hour increase from October 1, 1946, if approved by the War Labour Board, will be granted.

Provision is made for seniority rights and grievance procedure.

WINNIPEG, MAN., REGINA AND PRINCE ALBERT, SASK., CALGARY AND EDMONTON, ALBERTA, AND VANCOUVER, B.C.—BURNS AND COMPANY LIMITED, AND THE UNITED PACKING-HOUSE WORKERS OF AMERICA, (LOCALS 224, 226, 234, —, 233 AND 249 RESPECTIVELY).

Agreement to be in effect from August 1, 1946, to July 31, 1947, and thereafter from year to year subject to 60 days' notice. There shall be no discrimination or coercion by the company or the union because of membership or non-membership in the union. Maintenance of membership: any employee who is now or later becomes a union member shall as a condition of employment maintain such membership dur-

ing the term of the agreement, except that during the last 2 weeks of the term, when members may resign from the union without impairing their employment with the company. Check off: The company agrees, upon an employee's authorization, to deduct union dues monthly from the employees pay and remit same to the union.

Hours of work: 9 per day Monday through Friday or 8 per day Monday through Friday and 5 on Saturday for single and double shifts or 7½ hours 6 days a week for triple shifts, a 45 hour week. Overtime: time and one half for work in excess of the above hours and double time for all work on Sunday or assigned day off duty. There are 8 specified paid statutory holidays on which workers will be paid their regular rate in addition for any time worked. Vacation: one week with pay for those with one year's service with the company, 2 weeks with pay for those with 5 years' service and 3 weeks for females with 15 years' service and to males with 20 years' service.

Wage rates: subject to the approval of the Regional War Labour Board a 5 cents an hour increase effective August 1, 1946, and an additional 5 cents an hour effective October 1, 1946, shall be paid. While the present schedule of hours is in force the company guarantees the workers a minimum 37½ hours pay for a full week's work. A premium of 5 cents per hour will be paid for night work (work between 6 p.m. and 6 a.m.) and gang leaders will receive 5 cents per hour more than the highest paid member of the gang.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Fur and Leather Products

TORONTO, ONT.—ASSOCIATED FUR MANUFACTURERS OF TORONTO AND THE FUR WORKERS' UNION, LOCALS 21,479, 21,480, AND 21,481.

Agreement to be in effect from April 15, 1946, to April 15, 1948, and thereafter from year to year subject to 60 days' notice. All employees must be in good standing with the union. New help to be secured through the union if available. If the union is unable to furnish the desired help the employer may secure help wherever possible but the latter must join the union within 2 weeks. Check-off: the employers agree to deduct 2 per cent of their employees' regular wages excluding overtime pay, as well as all other duly levied assessment and to remit same to the union weekly.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and one half for work in excess of the above hours and for all work performed on any of 7 specified paid holidays. This is in addition to regular pay which employees receive for these holidays when not worked. Vacation: one week with pay for employees with 4 months' service in the fur trade, 2 weeks with pay for those with one or more years' service.

Minimum weekly wages—cutters \$60, operators \$43.95, finishers \$41, blockers and squarers \$39, tapers, underliners and lining makers \$30, apprentices, starting rate, male \$20, female \$18 with an increase of \$3 every 3 months.

Provision is made for an apprenticeship plan, sick benefit and hospitalization fund, and grievance procedure.

Manufacturing: Metal Products

PORT ARTHUR, ONT.—PORT ARTHUR SHIPBUILDING COMPANY, LIMITED AND INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS, LOCAL 11.

Agreement to be in effect from November 1, 1946, to November 1, 1947, and may be renewed from year to year upon approval of both parties. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, August, 1946, p. 1091, with the following changes—Maintenance of membership: all employees who are now or later become union members shall, as a condition of employment, remain union members in good standing except that during the last 2 weeks of the term of the agreement members may resign from the union without affecting their employment status. New employees shall become members of the union within 30 days of the date of their employment. Check-off: the company will deduct union dues monthly from all union members and remit same to the union. One additional holiday will be observed, making 9 in all during the year. Hours of work: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. Overtime at time and one half for work in excess of the above hours. Wage rates to be increased to allow the same take home pay for 44 hours as formerly paid for 48 hours. In addition the labourers' rate will be increased by a further 2 cents per hour. The new hours and wage rates to become effective December 2, 1946, or sooner, if satisfactory arrangements can be made.

Construction

VANCOUVER, B.C.—THE GENERAL CONTRACTORS ASSOCIATION OF VANCOUVER, B.C. AND THE INTERNATIONAL HOD CARRIERS, BUILDING AND COMMON LABOURERS UNION, LOCAL 602.

Agreement to be in effect from September 4, 1946, to September 3, 1947, and thereafter from year to year subject to 60 days' notice.

Hours of work: 8 per day, 40 per week, excepting when required to work Saturday morning then 44 hours shall constitute a week's work. No work shall be performed between 12 noon on Saturday and 8 a.m. on Monday except where safety to life and property make it necessary. Overtime: time and one half for work in excess of 8 per day up to 4 hours and for work on Saturday afternoons, double time for overtime in excess of 4 hours and for all work on Sundays and 8 specified holidays. No work to be performed on Labour Day. Vacation: one week with pay will be allowed as provided by provincial law. In cases of necessity shift work may be allowed, provided shifts continue for 3 consecutive nights and are run in addition to the regular day shifts. Seven hours shall constitute a night shift for which 8 hours' pay must be allowed.

Hourly wage rates; common labourers 80 cents, general building, concrete and cement labourers 86 cents, jackhammer and breakermen \$1, powdermen \$1.15.

Employers, when requiring men, shall give preference to union men if available.

*Collective Agreement Act, Quebec**Recent Proceedings Under the Act*

In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement, the amendment of twenty-three others and the correction of two agreements, all of which are noted below. A request for the amendment of the agreement covering barbers at Rouyn and Noranda was gazetted October 19. Requests for the amendment of the agreements for building trades at Hull, the uncorrugated paper box industry for the province, garages and service stations at Sherbrooke, hospital and charitable institution employees at Quebec and barbers and hairdressers at Quebec were gazetted October 26. Requests for amendments to the agreements for railway car and bus manufacturing at Montreal and building trades at Chicoutimi, as well as a request for a new agreement for barbers at Sherbrooke, were all published November 2. A request for an amendment of the agreement covering building trades at Hull was gazetted November 9. Requests for amendments to the agreements for the corrugated paper box industry for the province, wholesale fur industry at Montreal and printing trades at Montreal and requests for new agreements for policemen in

Quebec City and garages and service stations at Montreal were all published November 16.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Mining: Non-Ferrous Smelting and Quarrying

BUILDING MATERIALS, PROVINCE OF QUEBEC

See below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

Manufacturing: Fur and Leather Products

FUR INDUSTRY, QUEBEC CITY

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., Nov., 1940, p. 1201; Dec., 1941, p. 1572; May, 1942, p. 630; Sept., 1943, p. 1253; May, 1944, p. 637; June, 1945, p. 873; Nov., 1946, p. 1583). This amendment does not affect the summary already given.

WHOLESALE FUR TRADE, MONTREAL

A correction of an Order in Council relating to this industry (L.G., Nov., 1946, p. 1583) was published in the *Quebec Official Gazette* of October 19. This correction does not affect the summary already given.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated October 10, and gazetted October 19, amends the previous Order in Council for this industry (L.G., Sept., 1946, p. 1250) by providing that those who were permanent employees on January 11, 1945, when the policy of vacation with pay was introduced, and who are still employed by the same employer in 1947, must be given holidays in 1947 on the basis of one-half day for every 25 days worked between January 11, 1946, and the time their holidays are taken in 1947.

A correction of an Order in Council relating to this industry (L.G., Sept., 1946, p. 1250) was published in the *Quebec Official Gazette* of November 9. Holidays with pay: there shall be 2 such holidays for the year 1946, 3 for the year 1947, and 7 for the year 1948 and thereafter.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, MEGANTIC

An Order in Council, dated October 10, and gazetted October 19, makes obligatory on this industry the terms of a new agreement between certain garages and service stations in the Mégantic district and "L'Association des Employés de l'Auto-Voiture de Mégantic". Agreement to be in effect from October 19, 1946, to October 18, 1947, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the city of Mégantic and all municipalities within 15 miles from its limits. The agreement governs professional employers, artisans and wage-earners in garages, gasoline stations, service stations, parking grounds, scrap-
ping yards and machine shops accessorially operated.

Hours: in garages, a 9-hour day, 5 on Saturday; in gas stations, an 11-hour day from May 1 to October 31, 9 hours during the rest of the year. Overtime is payable at time and one-half, double time on Sundays and 12 specified holidays, except for service men.

Minimum wage rates: journeymen wheelwrights, machinists, electricians, mechanics, glaziers, painters, upholstery cleaners, dyers, vulcanizers, bodymen, blacksmiths, upholstery makers, and testers from 52 to 67 cents per hour; apprentices to above trades from 20 cents to 40 cents in fourth year; journeymen radiator repairers and welders 67 cents, apprentices 35 cents first year, 45 cents second year, greasers 45 and 50 cents; journeymen vulcanizers 67 cents, apprentices 35 cents first year and 45 cents second year; stock room clerks in garages \$27 and \$35 per week, apprentices from \$12 per week in first year to \$20 per week in fourth year; day service men 45 cents per hour; night service men 38 cents; gas stations—head clerk \$35 per week, clerks from \$16 to \$22 during third year. Vacation: one week with pay after one year's service.

Provisions are made for apprenticeship regulations, uniforms and tools. No home work may be performed.

RAILWAY CAR AND BUS MANUFACTURING, MONTREAL.

An Order in Council, dated October 10, and gazetted October 19, amends the previous Orders in Council for this industry (L.G., July 1945, p. 995, Sept., p. 1341) by providing for an increase of 10 cents in all the hourly rates of 80 cents or less, and 8 cents in all rates higher than 80 cents.

SHEET METAL MANUFACTURING INDUSTRY, MONTREAL.

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., Sept., 1944, p. 1141; Sept., 1945, p. 1341).

Minimum hourly wage rates: journeymen sheet metal mechanics \$1; sub-foremen \$1.12; leading-hand (in charge of 4 or more journeymen mechanics) \$1.07; welders—class A \$1.07, class B 96 cents, class C 85 cents; production welders from 63 cents in first 6 months to 79 cents in fourth 6 months; machinists, assemblers and specialists 85 cents; toolmakers \$1.01; painters 94 cents; blacksmiths 96 cents; machine operators 79 cents; production workers 63 cents; helpers 57 cents; apprentices and boys under 21 years start at 41 cents with an increase of 5 cents an hour every 6 months; routine inspectors, truck drivers, store keepers, shipping and receiving 63 cents; female workers 43 cents to 52 cents after 6 months. Employees working on night shifts receive 5 cents an hour in excess of above rates.

Manufacturing: Non-Metallic Minerals, Chemicals, Etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 10, and gazetted October 19, amends the previous Orders in Council for this industry (L.G., Sept. 1944, p. 1141; July, 1946, p. 930). The minimum hourly wage rates for the granite industry are as follows: granite cutters, letterers and designers on composition, journeymen granite cutters on surfacing or sandblast-

ing machines \$1 in zone I, 90 cents in zone II; surfacing machine operators, sandblast operators, stationary enginemen 61 cents; blacksmiths 70 cents; machine polishers 65 cents; hand polishers, quarry men, stationary enginemen's assistants, firemen 51 cents; hoist and crane operators, gang saw operators, carburetor machine operators 60 cents; boxers 55 cents; labourers and helpers 45 cents; apprentice polishers (one year) 40 cents; apprentice-granite cutters from 40 cents during first year to 60 cents during third year; watchmen \$18.20 per week.

Overtime in the granite industry is payable at time and one quarter the actual rates paid; all work on Sundays is paid at one and one-half times the actual rates.

The number of years' apprenticeship in the granite cutting trade and for blacksmiths is reduced from 4 to 3 years. No more than 2 apprentice granite cutters to each 8 granite cutters. However, one extra apprentice may be hired if he is a discharged veteran and provided his apprenticeship starts within one year of his date of discharge. Vacation: one week's vacation with pay after one year's service with the same employer: one-half day's vacation-pay per month after 3 months' service. PAINT MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., July, 1942, p. 856, Sept., p. 1097; Nov., 1943, p. 1530; Sept., 1944, p. 1141; July, 1945, p. 996). This amendment does not affect the summary already given.

Construction

BUILDING TRADES, SOREL.

An Order in Council, dated October 10, and gazetted October 19, amends the previous Orders in Council for this industry (L.G., Feb., 1943, p. 220; Sept., 1944, p. 1142; Oct., 1946, p. 1446, and previous issues). Watchmen employed on a weekly basis, 12 hours per day, 7 days per week, are to be paid at the rate of 35 cents per hour. Two holidays are deleted from the list of specified holidays on which double time is payable when worked.

The minimum wage rates for apprentices are as follows: bricklayer from 45 cents per hour during first year to 75 cents during fourth year; plasterer, mason, marble, tile and terrazzo layer from 45 cents per hour during first year to 65 cents during fourth year; carpenter-joiner from 40 cents per hour during first year to 70 cents during fourth year; painter and electrician from 40 cents during first year to 65 cents during fourth year; pipe mechanic from 45 cents during first year to 70 cents during fourth year; paper hanger, tinsmith-roofer, carpenter-joiner (employed by door and window-frame manufacturers) from 35 cents during first year to 50 cents during fourth year.

Maintenance men employed in churches, schools, colleges, hospitals, etc. are to be paid as follows: journeymen \$27.40 per week in the town of Sorel and \$19.40 in all other municipalities; non-qualified labourers \$22.40 in the town of Sorel, \$17.40 in the municipality of the village of St. Joseph and \$15.40 in all other municipalities. Maintenance men employed in public or office buildings, in apartment or dwelling houses, in hotels, manu-

facturing establishments and stores shall be paid the following minimum weekly wage rates: in the town of Sorel \$32 for journeymen, \$24.40 for non-qualified workers; in the municipality of the village of St. Joseph \$22.40 for journeymen, \$19.40 for non-qualified workers; in all other municipalities \$19.40 for journeymen, \$17.40 for non-qualified workers. Vacation: one week with pay after one year's service for the same employer.

BUILDING TRADES, SHERBROOKE.

An Order in Council, dated October 24, and gazetted November 2, amends the previous Orders in Council for this industry (L.G., Oct., 1942, p. 1209; Feb., 1943, p. 220, Aug., p. 1131, Nov., 1944, p. 1368; July, 1946, p. 930). Zones I and II are replaced by the following: zone I—the cities of Sherbrooke and Granby, the towns of Farnham and Cowansville and within 5 miles from their limits; zone II—the city of Drummondville and within 5 miles from its limits.

Another Order in Council, dated October 24, and gazetted November 2, amends the previous Orders in Council for this industry by adding special provisions for plumbers, steamfitters, tinsmiths and roofers:

Hours: 8 per day, a 48-hour week. Overtime is payable at time and one-half. Work performed on Sundays and 11 specified holidays is payable at double time. The shop employee governed by this agreement may work 4 hours on Saturday. In excess of regular wages, the employer shall pay for all boarding and travelling expenses of plumbers, steamfitters or tinsmiths performing work outside their respective localities.

Minimum hourly wage rates: journeyman plumber and steamfitter, pipe welder, tinsmith or sheet metal worker and roofer 90 cents in zone I, 85 cents in zone II, 80 cents in zone III and 75 cents in zone IV; junior journeyman (first year) 75 cents in zone I, 70 cents in zone II, 65 cents in zone III and 60 cents in zone IV; apprentices from 40 cents in first year to 55 cents in fourth year in zone I, from 37½ cents to 52½ cents in zone II, from 35 cents to 50 cents in zone III and from 32½ cents to 47½ cents in zone IV.

Apprenticeship: apprentices are governed by the apprenticeship by-laws established in the Pipe Mechanics Act. One year of apprenticeship consists of 2,200 hours of work. In the tinsmith and roofer trades only one apprentice is allowed for each journeyman.

BUILDING TRADES, JOLETTE

An Order in Council, dated October 24, and gazetted November 2, amends the previous Orders in Council for this industry (L.G., May, 1940, p. 498; Mar., 1941, p. 334; June, 1942, p. 738, Sept., p. 1097; Feb., 1943, p. 220; July, 1944, p. 867; June, 1945, p. 873; Sept., 1946, p. 1252).

Minimum hourly wage rates: plasterers, bricklayers, masons and stone cutters on field, screen, sash, window, partition and steel door erectors, weatherstrippers, marble setters, tile and terrazzo layers, steam, gasoline or electric shovel operators, 85 cents in zones I and II; carpenters-joiners, painters-guilders, stationary or portable enginemen, saw filers, tinsmiths-roofers, plumbers and steamfitters 85 cents in zone I, 75 cents in zone II; painters 70 cents in zone I, 60 cents in zone II; commercial letterers 95 cents in zones I and II; cement finishers 80 cents in zone I, 75 cents in zone II; electricians 85 cents in zone

I, 80 cents in zone II; brick, mortar, terra-cotta and block carriers, celanite mixers, mortar mixers, caulkers 65 cents in zone I, 60 cents in zone II; lathers (wood) 70 cents in zone I, 65 cents in zone II; lathers (metal), iron brace workers 80 cents in both zones, drillers 75 cents in both zones; compressor operators, firemen (construction) 75 cents in zone I, 65 cents in zone II; pile workers, wood or concrete, 80 cents in zone I, 70 cents in zone II; common labourers 55 cents in zone I, 50 cents in zone II; painters (structural iron) \$1 in both zones; structural iron erectors and welders (all categories), boiler-makers, erectors and steam generator mechanics and welders \$1.11; boiler-maker's, erector's and steam generator mechanic's and welder's helpers 84 cents; maintenance men—journeymen \$25 per week, labourers (common workers) \$20. The installation of portable tanks and boilers under 2 tons in weight is to be paid at not less than 78 cents per hour. Workers installing stokers in furnaces with a heating surface of 20 feet and less, shall be paid 89 cents per hour and their helpers 67 cents.

BUILDING TRADES, MONTREAL

An Order in Council, dated October 24, and gazetted November 2, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1252, Oct., p. 1447). Outside the Island of Montreal, the present agreement applies only to construction operations amounting to \$25,000 or more, including wages and material. The amendment also provides for a change in the distribution of the weekly hours of work from May 1 to October 1, 1947, in the roofing and sheet metal trades.

PLUMBERS, HULL

An Order in Council, dated October 31, and gazetted November 9, extends the term of the previous Orders in Council for this industry (L.G., April, 1936, p. 371; June, 1937, p. 696; Aug., 1939, p. 862) to March 31, 1947, and thereafter from year to year, subject to notice.

Trade

WHOLESALE FOOD STORES, QUEBEC

An Order in Council, dated October 10, and gazetted October 19, amends the previous Orders in Council for this industry (L.G., July, 1944, p. 868; July, 1946, p. 930, Aug., p. 1094). In establishments making meat mashes, the working hours for stationary enginemen and firemen other than first-class chief enginemen are increased from 53 to 59 hours per week.

Minimum wage rates in zone I: foreman or head-shipper \$29.50 per week, assistant foreman or assistant head-shipper, departmental manager (except departmental managers in packing houses) \$27.50, departmental manager in packing houses \$45, departmental managers in packing houses (small goods department) \$38, stationary enginemen from 54 cents per hour to \$53.50 per week, firemen (enginemen's helpers) 44 cents per hour, common labourers and boiler firemen 40 cents, night watchmen 30 cents, order employees and receiving clerks \$25.50 per week, butter and cheese conditioners \$28.50; men employed in the dry-curing department—foremen \$35, others from \$25 after 2 years' apprenticeship to \$30, apprentices \$15 in first year and \$20 in second year; butchers and boners—foremen \$35, others from \$25 after 2 years' apprenticeship to \$30, apprentices \$15 in first

year and \$20 in second year; pork butchers—foremen \$35, assistant foremen \$33, others from \$25 after 2 years' apprenticeship to \$32, apprentices from \$15 to \$20 in second year, butter wrappers and cutters \$22, egg graders from \$18 to \$26 after fourth year, general hands in packing houses 54 cents per hour, female employees in packing houses other than office staff from 30 cents during first year to 37 cents after two years, miller or man in charge of mixers \$27.50 per week, cooks and pressers of feeding stuffs \$28, slaughterers and boners \$26, truck drivers \$25.50, general hands (other than in packing houses) \$23.50, general hands under 17 years of age \$19, boys \$13, female employees other than office staff and those in packing houses \$13 and \$15, occasional hands 55 cents per hour, personnel and administration employees \$40 per week, accountants \$33.50, assistant accountant \$30.50, accountants—cashiers \$28.50, book-keepers and clerks from \$14 to \$27 after seven years, female office help from \$14 to \$18 after two years, office messengers \$9 and \$12, shorthand typists from \$14 to \$18. Minimum wage rates in zone II are the same as zone I less 10 per cent.

RETAIL STORES, MEGANTIC

An Order in Council, dated October 31, and gazetted November 9, amends the previous Order in Council for this industry (L.G., Dec., 1945, p. 1826). This amendment does not affect the summary already given.

GROCERS AND BUTCHERS, SHERBROOKE

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., July, 1940, p. 734, Aug., p. 868; June, 1941, p. 706; Oct., 1943, p. 1382; Nov., 1945, p. 1679; Jan., 1946, p. 52). This amendment does not affect the summary already given.

RETAIL STORES, WINDSOR

An Order in Council, dated October 31, and gazetted November 9, amends the previous Order in Council for this industry (L.G., Oct., 1944, p. 1247). This amendment does not affect the summary already given.

RETAIL STORES, FARNHAM

An Order in Council, dated October 31, and gazetted November 9, amends the previous Order in Council for this industry (L.G., Mar., 1946, p. 317). This amendment does not affect the summary already given.

Service: Business and Personal

TAVERN EMPLOYEES, QUEBEC CITY

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., June, 1938, p. 698, July, p. 800; Jan., 1940, p. 69; May, 1942, p. 631). Present agreement to remain in effect to May 1, 1947, and thereafter from year to year, subject to notice.

BARBERS AND HAIRDRESSERS, MISSISSQUO COUNTY

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., Nov., 1941, p. 1425; Mar., 1945, p. 351; Mar., 1946, p. 318). This amendment does not affect the summary already given.

BARBERS AND HAIRDRESSERS, JOLIETTE

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., Jan., 1944, p. 70; Sept., p. 1143; Jan., 1945, p. 71; Feb., 1946, p. 187; Mar., p. 318; July, p. 931). This amendment does not affect the summary already given.

BARBERS, MONTREAL

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., Oct., 1941, p. 1315, Dec., p. 1573; July, 1942, p. 857; Nov., 1943, p. 1530; May, 1944, p. 637; May, 1945, p. 721, June, p. 874). This amendment does not affect the summary already given.

Another Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry. Hours of work for journeymen-barber-hairdressers, and apprentices are reduced to 51 per week. A supernumerary journeyman-barber is to be paid 45 cents per hour plus 10 per cent of the proceeds from his work. However, when the receipts of his work equal or exceed \$27 and when he has worked at least 30 hours during the week, he shall receive the same rates as a regular journeyman-barber-hairdresser.

FUNERAL UNDERTAKERS, MONTREAL

An Order in Council, dated October 31, and gazetted November 9, amends the previous Order in Council for this industry (L.G., Mar., 1946, p. 317). This amendment does not affect the summary already given.

BARBERS AND HAIRDRESSERS, VALLEYFIELD

An Order in Council, dated October 10, and gazetted October 19, amends the previous Orders in Council for this industry (L.G., Aug., 1943, p. 1131; Mar., 1945, p. 351, Oct., p. 1521; July, 1946, p. 931). Territorial jurisdiction in zone II now comprises the town of Beauharnois and within five miles from its limits. The hours in hairdressing and beauty parlors are reduced to 49 hours per week in zone I and 50 hours in zone II. Minimum wage rates in barber shops in the 4 zones are \$21 per week for regular journeymen barbers plus 50 per cent of their proceeds in excess of \$30 and 35 cents per hour for supernumerary journeymen barbers plus 10 per cent of their proceeds. In hairdressing and beauty parlors in the 4 zones \$21 per week for regular journeymen hairdressers (male or female) plus 20 per cent of their proceeds in excess of \$30 and 35 cents per hour for supernumerary male, and female journeymen hairdressers plus 10 per cent of their proceeds. Minimum wage rates for apprentices (barbers and hairdressers) from \$4 per week during first 6 months to \$15 per week during fourth 6 months.

BARBERS AND HAIRDRESSERS, HULL

An Order in Council, dated October 31, and gazetted November 9, amends the previous Orders in Council for this industry (L.G., Mar., 1943, p. 341, Oct., p. 1382, Nov., p. 1530; Sept., 1946, p. 1255). This amendment does not affect the summary already given.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Alberta

In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act, may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the

Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF ONTARIO

An Order in Council, dated July 4, and gazetted September 21, amends the previous Order in Council for this industry (L.G., May, 1939, p. 530).

Hours: effective October 1, 1946, a 40-hour week in the counties of Ontario, York, Peel,

Halton and Wentworth and 44 hours in the rest of the province. Overtime and work performed on 7 specified holidays is payable at time and one-half.

Minimum hourly wage rates in counties of Ontario, York, Peel, Halton and Wentworth: class A (cutter or marker) \$1.04½; class B (head operator on coats and first operator on vests) 93 cents; class C (trimmer) 96½ cents; class D (pocket maker on coats, edge taper,

pocket maker on pants, seamer on pants, second operator on vests) 90 cents; class E (finish presser, fitter on coats, leg and bottom presser on pants, finish presser on vests) 87 cents; class F (shaper, under-baster, top collar baster, edge baster by hand, top stitcher on pants) 82½ cents; class G (lining maker, edge stitcher, joiner and pocket tacker, shoulder joiner, gorge sewer, examining brusher, dart sewer, lining maker on pants, waistband operator on pants, top presser on pants, fitter on vests) 73½ cents; class H (seam or under presser on vests) 70½ cents; class I (alteration tailor) 69 cents; class J (chopper) 68 cents; class K (edge presser, seam or under presser on coats) 65 cents; class L (lining baster, facing baster by hand, collar setter, shoulder and undercollar baster, edge baster by machine, pocket maker and outside seamer on boys' longs, shorts and bloomers, lining sewer and stitcher on boys' longs, shorts and bloomers) 62½ cents; class M (try-on baster) 61½ cents; class N (seam presser on pants) 58 cents; class O (finish presser on boys' longs, shorts and bloomers) 56 cents; class P (assistant trimmer) 52 cents; class Q (sleeve maker, buttonhole maker by machine, special machine operator, lapel and collar padder, arm-hole serger, fitter on pants, trimming maker on pants, lining and back maker on vests, third operator on vests, baster on vests) 49½ cents; class R (separator of coats, separator of vests) 48 cents; class S (canvas maker by hand, separator of pants) 45½ cents; class T (ticket pocket maker, canvas baster by hand, canvas baster by machine, facing and bottom tacker, facing baster by machine, finisher on coats, finisher on pants and vests, buttonhole maker by hand, special machine operator on pants, button sewer, buttonhole tacker, canvas maker by machine, cleaner and basting puller, busheller on pants, general helper) 43 cents; class U (binder, bottom trimmer on pants, pocket piecer on vests, thread marker) 39 cents.

Minimum hourly wage rates for odd pants employees in counties of Ontario, York, Peel, Halton and Wentworth: class A (cutter or marker) 93½ cents; class B (trimmer or lining marker on odd pants, pocket maker, inside and crotch seamer, outside seamer) 85 cents; class C (leg presser, lining or top stitcher) 79 cents; class D (top presser, lining sewer, hip pocket cutter) 69 cents; class E (chopper) 62½ cents; class F (pocket maker on boys' longs, shorts and bloomers, lining sewer and stitcher on boys' longs, shorts and bloomers) 57 cents; class G (layer-up, fly sewer) 52 cents; class H (fitter, seam presser, facing operator, curtain maker, button-hole maker, seamer on boys' longs, shorts and bloomers) 46 cents; class I (assistant trimmer, cuff presser, waist band operator) 45 cents; class J (pocket serger, bar-tacker, fly maker, button sewer, loop maker, button-hole tacker, cuff machine operator, ticket sewer, examiner, cleaner) 40 cents; class K (pant-crease felling machine operator) 39 cents.

The minimum wage rates for the remaining part of the province of Ontario are 12½ per cent lower than the above minimum rates.

The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

Manufacturing: Miscellaneous Wood Products

HARD FURNITURE INDUSTRY, PROVINCE OF ONTARIO

An Order in Council, dated August 2, and gazetted August 24, amends the previous Order

in Council for this industry (L.G., June, 1946, p. 784). Effective September 3, minimum wage rates for classes A and C are amended as follows: class A 55 cents per hour minimum and 65 cents minimum average for classes A and C combined in certain specified sections of the province, and 53 cents minimum and 65 cents minimum average in the rest of the province.

Construction

CARPENTERS, ST. CATHARINES

An Order in Council, dated September 17, and gazetted October 5, makes binding the terms of a new schedule for the carpentry industry in the St. Catharines zone, to be in effect from October 15, 1946, "during pleasure".

Hours: 8 per day, Monday to Friday, a 40-hour week. Ordinary overtime work performed on Saturday before 5 p.m. or during a three-hour period immediately following a regular working day is payable at \$1.65 per hour; work performed at night, which cannot be performed during regular working periods, is payable at the regular rate; all other overtime and work on Saturdays, Sundays and six specified holidays is payable at \$2.20 per hour, unless advisory committee issues a special permit authorizing performance of the work at a lower rate.

Minimum wage rate: \$1.10 per hour. The advisory committee may fix a lower rate for handicapped workers.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

CARPENTERS, ORILLIA

An Order in Council, dated August 6, and gazetted August 24, makes binding the terms of a new schedule for the carpentry industry in the Orillia zone, to be in effect from September 3, 1946, "during pleasure".

Hours: 8 per day Monday to Friday and 4 on Saturday, a 44-hour week from November to March inclusive; 9 per day Monday to Friday, a 45-hour week during the rest of the year. Overtime: time and one-half for the first 4 hours of overtime in any one day, double time thereafter. Overtime on Saturday for the pouring of concrete after 12 noon during November to March inclusive and any time on Saturday during the rest of the year is payable at regular rates.

Minimum wage rates: 90 cents per hour. Employees required to work on night shifts shall receive 8 hours' pay for 7 hours' work during November to March inclusive and 9 hours' pay for 8 hours' work during the rest of the year.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

CARPENTERS, WINDSOR

An Order in Council, dated October 2, and gazetted November 9, amends the previous Order in Council for this industry (L.G., June 12, 1946, p. 785). Effective November 19, 1946, the minimum wage rate is \$1.23 per hour. Employees required to work on night shifts shall be paid \$1.28 per hour or shall receive 8 hours' regular pay for 7 hours' work.

Service: Business and Personal

BARBERS, GALT, HESPELER AND PRESTON

An Order in Council, dated September 17, and gazetted October 5, makes binding the terms of a new schedule for the barbering industry in the city of Galt and the towns of Hespeler and

Preston, effective October 15, 1946, "during pleasure".

Hours: in the City of Galt and the Town of Preston—Monday, Tuesday, Thursday, Friday and Saturday 8.30 a.m. to 6.30 p.m.; in the Town of Hespeler—Monday, Tuesday and Thursday 9 a.m. to 7 p.m., Friday 9 a.m. to 10 p.m., Saturday 9 a.m. to 6.30 p.m.

Minimum wage rates: full time employment \$23 per week; full time employment on a commission basis \$23 per week plus 50 per cent of the employee's proceeds in excess of \$31; a person who works 4 hours per day or less from Monday to Friday inclusive, and all day or less on Saturday \$12 per week plus 50 per cent of his proceeds in excess of \$17; a person working on Saturday or the day before a holiday and on the previous evening only \$8 per week plus 50 per cent of his proceeds in excess of \$11; a person working Saturday only or the day before a holiday \$6 per day or part thereof plus 50 per cent of his proceeds in excess of \$8; a person working on days other than Saturday or the day before a holiday \$3.50 per day or part thereof plus 50 per cent of his proceeds in excess of \$5.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, FERGUS AND ELORA

An Order in Council, dated September 17, and gazetted October 5, makes binding the terms of a new schedule for the barbering industry in the villages of Fergus and Elora, effective October 15, 1946, "during pleasure".

Hours: Monday and Friday 9 a.m. to 12 noon and 1 p.m. to 6 p.m., Tuesday and Thursday 9 a.m. to 12 noon and 1 p.m. to 8 p.m., Wednesday 9 a.m. to 12 noon, Saturday 9 a.m. to 12 noon and 1 p.m. to 10 p.m.

Minimum wage rates: full time employment \$21 per week; full time employment on a commission basis \$19 per week plus 50 per cent of the employee's proceeds in excess of \$25; a person who works 4 hours per day or less from Monday to Friday inclusive, and all day or less on Saturday \$8.50 per week plus 50 per cent of his proceeds in excess of \$13.50; a person working on Saturday or the day before a holiday and on the previous evening only \$6 per week plus 50 per cent of his proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$5 per day or part thereof plus 50 per cent of his proceeds in excess of \$7; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 50 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, TILLSONBURG, EDEN, STRAFFORDVILLE, VIENNA, PORT BURWELL, BROWNSVILLE, COURTLAND

An Order in Council, dated October 1, and gazetted October 19, makes binding the terms of a new schedule for the barbering industry in the town of Tillsonburg and the villages of Eden, Straffordville, Vienna, Port Burwell, Brownsville and Courtland, effective October 29, 1946, "during pleasure".

Hours: in the Town of Tillsonburg—Monday, Tuesday, Thursday and Friday 9 a.m. to 6 p.m., Saturday 9 a.m. to 9 p.m.; in the Village of Courtland—Monday and Friday 9 a.m. to 6 p.m.,

Tuesday and Thursday 9 a.m. to 9 p.m., Saturday, 9 a.m. to 10 p.m.; in the villages of Eden, Straffordville, Vienna and Port Burwell—Monday and Friday 9 a.m. to 6 p.m., Tuesday and Thursday 9 a.m. to 8 p.m., Wednesday 9 a.m. to 12 noon, Saturday 9 a.m. to 10 p.m.; in the Village of Brownsville—Monday, Tuesday, Thursday and Friday 9 a.m. to 8 p.m., Wednesday 9 a.m. to 12 noon, Saturday 9 a.m. to 10 p.m.

Minimum wage rates: full time employment on a commission basis \$18 per week plus 60 per cent of the employee's proceeds in excess of \$28; a person who works 4 hours per day or less from Monday to Friday inclusive, and all day or less on Saturday \$10.75 per week plus 60 per cent of his proceeds in excess of \$18.25; a person working on Saturday or the day before a holiday and on the previous evening only \$7 per week plus 60 per cent of his proceeds in excess of \$11; a person working on Saturday only or the day before a holiday \$5.75 per day or part thereof plus 60 per cent of his proceeds in excess of \$8.75; a person working on days other than Saturday or the day before a holiday \$3.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$6.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, SIMCOE, HAGERSVILLE, JARVIS, WATERFORD, PORT DOVER, DELHI, PORT ROWAN, SOUTH WALSHINGHAM, ST. WILLIAMS

An Order in Council, dated October 1, and gazetted October 19, makes binding the terms of a new schedule for the barbering industry in the Town of Simcoe and the villages of Hagersville, Jarvis, Waterford, Port Dover, Delhi, Port Rowan, South Walsingham and St. Williams, effective October 29, 1946, "during pleasure".

Hours: in the Town of Simcoe and the villages of Delhi, Port Rowan, South Walsingham and St. Williams—Monday, Tuesday, Thursday, Friday and Wednesday of a week in which a holiday occurs 8.30 a.m. to 7 p.m., Saturday 8.30 a.m. to 9 p.m., Wednesday 8.30 a.m. to 12 noon; in the villages of Hagersville and Jarvis—Monday, Tuesday, Friday and Thursday of week in which a holiday occurs 8.30 a.m. to 6.30 p.m., Wednesday and Saturday 8.30 a.m. to 10 p.m., on Thursday 8.30 a.m. to 12 noon; in the Village of Waterford—Monday, Tuesday, Thursday, Friday and Wednesday of week in which a holiday occurs 9 a.m. to 8 p.m., Saturday 9 a.m. to 10 p.m., Wednesday 9 a.m. to 12 noon; in the Village of Port Dover—Monday, Tuesday, Thursday, Friday and Wednesday of week in which a holiday occurs 9 a.m. to 7 p.m., Saturday 9 a.m. to 9 p.m., Wednesday 9 a.m. to 12 noon.

Minimum wage rates: full time employment \$20 per week; full time employment on a commission basis \$15 per week plus 65 per cent of the employee's proceeds in excess of \$22; a person who works 4 hours per day or less from Monday to Friday inclusive, and all day or less on Saturday \$8.50 per week plus 65 per cent of his proceeds in excess of \$13.50; a person working on Saturday or the day before a holiday and on the previous evening only \$5.75 per week plus 65 per cent of his proceeds in excess of \$8.25; a person working on Saturday only or the day before a holiday \$4 per day or part thereof plus 65 per cent of his proceeds in excess of \$6; a person working on days other than Saturday or the day before a holiday \$3 per day or part

thereof plus 65 per cent of his proceeds in excess of \$5.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, ST. MARY'S

An Order in Council, dated August 29, and gazetted September 21, makes binding the terms of a new schedule for the barbering industry in the Town of St. Mary's, effective October 1, 1946, "during pleasure".

Hours: Monday and Tuesday 9 a.m. to 6 p.m., Thursday and Friday and on Wednesday of week in which Christmas Day or New Year's Day occurs 9 a.m. to 8 p.m., Wednesday 9 a.m. to 12 noon, Saturday 8 a.m. to 10 p.m.

Minimum wage rates: full time employment \$20 per week; full time employment on a commission basis \$15 per week plus 65 per cent of the employee's proceeds in excess of \$22; a person who works 4 hours per day or less from Monday to Friday inclusive, and all day or less on Saturday \$8.50 per week plus 50 per cent of his proceeds in excess of \$13.50; a person working on Saturday or the day before a holiday and on the previous evening only \$6 per week plus 50 per cent of his proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$4 per day or part thereof plus 65 per cent of his proceeds in excess of \$6; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 65 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, COBOURG

An Order in Council, dated August 20, and gazetted September 7, makes binding the terms of a new schedule for the barbering industry in the Town of Cobourg, effective September 17, 1946, "during pleasure".

Hours: Monday, Tuesday, Thursday and on Wednesday in Christmas week 8 a.m. to 6 p.m., Friday 8 a.m. to 8 p.m., Saturday and holiday eves 8 a.m. to 10 p.m., Wednesday 8 a.m. to 12 noon.

Minimum wage rates: full time employment \$20 per week; full time employment on a com-

mission basis \$14.50 per week plus 65 per cent of the employee's proceeds in excess of \$22; a person who works 4 hours per day or less from Monday to Friday inclusive, and all day or less on Saturday \$12 per week plus 65 per cent of his proceeds in excess of \$17; a person working on Saturday or the day before a holiday and on the previous evening only \$6 per week plus 65 per cent of his proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$5 per day or part thereof plus 65 per cent of his proceeds in excess of \$7; a person working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 65 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

BARBERS, PORT HOPE

An Order in Council, dated August 20, and gazetted September 7, makes binding the terms of a new schedule for the barbering industry at Port Hope, effective September 17, 1946, "during pleasure".

Hours: Monday, Tuesday, Thursday, Friday and on Wednesday immediately preceding Christmas and New Year's 8.30 a.m. to 7 p.m., Saturday 8.30 a.m. to 9 p.m., Wednesday 8.30 to 12 noon.

Minimum wage rates: full time employment \$20 per week; full time employment on a commission basis \$14.50 per week plus 65 per cent of employee's proceeds in excess of \$22; a person who works 4 hours per day or less from Monday to Friday inclusive, and all day or less on Saturday \$12 per week plus 65 per cent of his proceeds in excess of \$17; a person working on Saturday or the day before a holiday and on the previous evening only \$6 per week plus 65 per cent of his proceeds in excess of \$8.50; a person working on Saturday only or the day before a holiday \$5 per day or part thereof plus 65 per cent of his proceeds in excess of \$7; a person working on days other than Saturday or the day before a holiday \$5 per day or part thereof plus 65 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

Alberta

Manufacturing: Vegetable Foods

BAKERS, CALGARY

An Order in Council, dated August 10, and gazetted August 15, makes binding the terms of a new schedule for bakers in Calgary, to be in effect from August 25, 1946, to August 24, 1947, or thereafter "during pleasure".

Hours: 9-hour day, 48-hour week for all employees (male or female). Overtime is payable at time and one-half.

Minimum weekly wage rates: bread and cake shops—doughmen, ovenmen, cake bakers \$38, dividermen, mouldermen, table or bench hands \$35.50, bakers' assistants \$28 plus \$1 per week increase every 6 months up to \$32 per week, bread packers (male) \$24 plus \$1 per week increase every 6 months up to \$28 per week; shipping department—head shipper \$31, shipper's assistant \$26; wrapping department—machine operator in charge \$28, machine operator's assistant \$26; other departments—

mechanics \$33, maintenance men \$30, janitors, cleaners, pan washers \$25 plus \$1 per week increase every 6 months up to \$28 per week; female help employed in bread or cake shop \$18 plus \$1 per week increase every 6 months up to \$25 per week; apprentices (16 to 21 years of age) from \$18 during first 6 months to \$25.50 after 4 years, (21 years and over) from \$22 to \$35.50 after 3 years. Minimum rate for temporary or part-time employees employed on an hourly or daily basis shall be 10 cents per hour over the regular single hourly rate of weekly employees. In shops where there are 2 employees or less including owners and/or partners, the minimum wage rate may be 20 per cent below the above rates. Apprenticeship regulations are set forth.

BAKERY SALESMEN, CALGARY

An Order in Council, dated August 10, and gazetted August 15, makes binding the terms of a new schedule for bakery salesmen in

Calgary, to be in effect from August 25, 1946, to August 24, 1947, or thereafter "during pleasure".

Hours: salesmen and service men a 52-hour week, stablemen and assistant stablemen a 48-hour week. Overtime is payable at \$1 per hour. Work on a statutory holiday, where one day in lieu thereof is not allowed within 30 days, shall be paid for at double time.

Minimum weekly wage rates: salesmen a minimum guarantee of \$35, servicemen and stablemen \$31.50, assistant stablemen, inexperienced salesmen (first two months) \$28.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, EDMONTON.

An Order in Council, dated September 10, and gazetted September 14, makes binding the terms of a new schedule for the automotive repair and gasoline service station industry in Edmonton, effective September 24, 1946, to September 23, 1947, or thereafter "during pleasure".

Hours: 46½-hour week of 5½ days. All overtime work, as well as work performed on Sundays and 7 statutory holidays is payable at time and one-half. However, front end men, floor service men, night watchmen, storage attendants and/or gas service men working on their regular shifts on Sundays and/or statutory holidays, will receive a day in lieu thereof within the ensuing 7 days, or be paid at time and one-half.

Minimum wage rates: mechanics from 85 cents to \$1 per hour, washmen and greasemen 65 cents per hour, non-mechanical employees permitted to do washing and/or greasing work provided such work does not take more than one-half their total time are to receive not less

than the minimum wage established by an Order pursuant to the male Minimum Wage Act.

Vacation: with seniority determining the choice of dates, to be granted to all employees in accordance with Order No. 3 of the Board of Industrial Relations issued by authority of the Labour Welfare Act. Apprentices are governed by the terms of The Apprenticeship Act.

GARAGES AND SERVICE STATIONS, LETHBRIDGE

An Order in Council, dated September 10, and gazetted September 14, amended in the September 30 issue, makes binding the terms of a new schedule for the automotive repair and gasoline service station industry in Lethbridge, to be in effect from September 24, 1946, to September 23, 1947, or thereafter "during pleasure."

Hours: 48-hour week of 5½ days. Overtime is payable at time and one-half. Double time is to be paid for work performed on statutory holidays to all employees except front end men, floor service men, night watchmen, storage attendants, and/or gas service men working their usual shifts on Sundays and/or statutory or public holidays or Remembrance Day.

Minimum wage rates: mechanics from 80 to 90 cents per hour, washmen and greasemen 50 cents per hour, night watchmen and non-mechanical employees other than washmen or greasemen are to be paid not less than minimum male wage rate as established by the Provincial Government.

Vacation: with seniority determining time of vacation period, automotive mechanics, washmen, greasemen, helpers and yardmen are to receive 2 weeks' vacation with pay after one year's continuous service with same employer. Apprentices are governed by the terms of The Apprenticeship Act.

Correction

Wage Rates and Hours of Labour in Canada, 1944

(Supplement to LABOUR GAZETTE, 1946)

The column headings in Table IIA page 10, "Steam Railways" and "Electric Railways" should be interchanged. "Electric Railways" should head the column of which the first figure is 33.7 and "Steam Railways" should head the column of which the first figure is 35.4.

Fair Wage Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the

work: These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are covered by the general provision that rates must equal those current in the district, and in addition, by the requirement that the rates must not be less than 35 cents an hour for male workers 18 years of age and over, 25 cents for female workers 18 years of age and over, and 20 cents for beginners and for workers under 18.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During October

During the month of October the Department of Labour prepared, on request, 35 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) *Works of Construction, Remodelling, Repair or Demolition*

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation or by direction of a War Labour Board".

Department of Public Works

Repairs to Alexander Avenue Wharf, Winnipeg, Man. Name of contractor, Wm. Newman Company, Limited, Winnipeg, Man. Date of contract, October 17, 1946. Amount of contract, \$4,808.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.80
Blacksmiths' helpers .....	.68
Carpenters and joiners	1.15
Drivers .....	.60
Driver, team and wagon	1.00
Labourers:	
Skilled .....	.68
Common .....	.60
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.85
Watchmen .....	.55

Construction of rock rip-rap bank protection works on Lulu Island, Fraser River, B.C. Name of contractor, Messrs. Gilley Brothers, Limited, New Westminster, B.C. Date of contract, October 24, 1946. Amount of contract, \$27,450. A fair wages schedule was included in the contract as follows:—

	Per Hour
Quarrymen	\$.81
Labourers:	
Common .....	.65
Experienced building .....	.71
Pile driver and derrick foremen	1.37

	Per Hour
Pile driver and derrick engineers	1.24
Pile driver and derrick firemen .....	.80
Pile driver and derrick men	1.12
Pile driver and derrick bridgemen	1.12
Watchmen .....	.60

Harbour improvements, Commercial Inlet, Nanaimo, B.C. Name of contractor, Pacific Pile Driving Company, Limited, Victoria, B.C. Date of contract, October 24, 1946. Amount of contract, \$58,760. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foremen	\$ 1.37
Pile driver and derrick engineers	1.22½
Pile driver and derrick men (rigging, setting and signalling)	1.12
Pile driver and derrick boommen	1.12
Pile driver and derrick bridgemen	1.12
Pile driver and derrick firemen .....	.79
Wharf and dock builders	1.12
Carpenters and joiners	1.12
Electricians (inside wiremen)	1.06
Plumbers and steamfitters	1.18½
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.69
Road roller operators (steam or gas.) .....	.85
Tractor operators:	
Letourneau, etc.	1.05
Small .....	.80
Labourers .....	.65
Watchmen .....	.60
Motor truck drivers:	
Under 5 tons .....	.65
5 tons and over .....	.75

Construction of a pier extension, North Lake, Kings County, P.E.I. Name of contractors, Messrs. Wallace Noye, Allison Raynor and James Noye, Ellerslie, P.E.I., and Mr. Wm. Baglole, Summerside, P.E.I. Date of contract, October 17, 1946. Amount of contract, \$13,918.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$.65
Drivers .....	.46
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Engineers, crane (steam, gas, elec.) .....	.71
Enginemmen, stationary .....	.55
Gas. engine runners .....	.55
Labourers .....	.46
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foremen .....	.80
Pile driver and derrick engineers .....	.70
Pile driver and derrick men (rigging, setting and signalling) .....	.60
Pile driver and derrick labourers .....	.50
Pile driver and derrick firemen .....	.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Construction of protection works on Lulu and Sea Islands, Fraser River, B.C. Name of contractors, Messrs. Gilley Brothers, Limited, New Westminster, B.C. Date of contract, October 24, 1946. Amount of contract, \$28,731. A fair wages schedule was included in the contract as follows:—

	Per Hour
Quarrymen	\$.81
Labourers:	
Common .....	.65
Experienced building .....	.71
Pile driver and derrick foremen	1.37
Pile driver and derrick engineers	1.24
Pile driver and derrick firemen .....	.80
Pile driver and derrick men (rigging, setting and signalling)	1.12
Pile driver and derrick bridgemen	1.12
Pile driver and derrick boommen	1.12
Watchmen .....	.60

Reconstruction of wharf, Upper Whitehead, N.S. Name of contractor, Mr. Colin R. MacDonald, Antigonish, N.S. Date of contract, October 7, 1946. Amount of contract, unit prices—approximate expenditure \$19,570.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboats) .....	.45
Carpenters and joiners .....	.65
Drivers .....	.45
Driver, horse and cart .....	.69
Driver, team and wagon .....	.75
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.45
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foremen .....	.85
Pile driver and derrick engineers .....	.75
Pile driver and derrick men (rigging, setting and signalling) .....	.60
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.50
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Construction of a breakwater wharf, Gros Cap, Ont. Name of contractor, Messrs. L. R. Brown and Company, Limited, Sault Ste. Marie, Ont. Date of contract, October 22, 1946. Amount of contract, approximately \$15,228. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.56
Carpenters and joiners .....	.90
Labourers .....	.51
Motor truck drivers .....	.56
Motor truck driver and truck	1.56
Shovel operators (gas.)	1.06
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Watchmen .....	.46

Harbour improvements, Pelee Island, Essex County, Ont. Name of contractor, Messrs. Reiger Brothers Construction Limited, Scudder, Ont. Date of contract, October 25, 1946. Amount of contract, \$23,885.99. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.85
Blacksmiths' helpers .....	.71
Carpenters and joiners	1.23
Compressor operators (gas. or elec.) .....	.75
Divers (To be allowed full days' pay, whether employed full or part time).....	14.48*
Divers' tenders (To be allowed full day's pay, whether employed full or part time).....	5.48*
Drill runners .....	.75
Drivers .....	.71
Driver, team and wagon	1.05
Engineers, operating, steam	1.00
Engineers, crane (steam, gas. or elec.)	1.05
Enginemmen, stationary .....	.75
Hoist operators—tower (gas. or elec.) .....	.80
Labourers .....	.71
Motor boat operators .....	.71
Motor truck drivers .....	.71
Motor truck driver and truck	1.70
Pile driver and derrick foremen	1.16
Pile driver and derrick engineers	1.06
Pile driver and derrick men (rigging, setting and signalling) .....	.80
Pile driver and derrick firemen .....	.80
Pile driver and derrick labourers .....	.71
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber).....	.75
Watchmen .....	.57

Reconstruction of pier, Port Bruce, Ont. Name of contractor, Mr. R. A. Blyth, Toronto, Ont. Date of contract, October 24, 1946. Amount of contract, \$27,985.40. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.55
Blacksmiths .....	.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.51
Carpenters and joiners .....	.86
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.65
Divers (To be allowed full day's pay, whether employed full or part time).....	14.48*
Divers' tenders (To be allowed full day's pay, whether employed full or part time).....	5.48*
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Engineers, operating, steam .....	.81
Engineers, crane (steam, gas, elec.).....	.85
Enginemmen, stationary .....	.60
Hoist operators, tower (gas. or elec.) .....	.60
Labourers .....	.51
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55

*Per day.

	Per Hour
Pile driver and derrick foremen	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Rodmen (reinforced steel) .....	.56
Shovel operators (gas.)	1.06
Watchmen .....	.46
*Per day	

Ventilation of Daly Building, Ottawa. Name of contractor, Mr. Wilfrid D. St. Cyr, Hull, P.Q. Date of contract, October 21, 1946. Amount of contract, \$17,200. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers.....	\$1.25
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners	1.05
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen) .....	.96
Labourers .....	.61
Lathers:	
Metal	1.00
Wood .....	.90
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.86
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.12
Sheet metal workers	1.10
Watchmen .....	.56

Installation of heating system, Parliamentary Library, Ottawa, Ont. Name of contractor, W. G. Edge Limited, Ottawa, Ont. Date of contract, October 21, 1946. Amount of contract, \$17,432. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$1.25
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners	1.05
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen) .....	.96
Labourers .....	.61
Lathers:	
Metal	1.00
Wood .....	.90
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers .....	.75

	Per Hour
Painters and glaziers .....	.86
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.12
Sheet metal workers	1.10
Watchmen .....	.56

Wharf reconstruction and extension, South Baymouth, Algoma East, Ont. Name of contractors, Messrs. L. R. Brown and Company, Limited, Sault Ste. Marie, Ont. Date of contract, October 31, 1946. Amount of contract, \$40,769.20. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.51
Carpenters and joiners .....	.76
Compressor operators (gas. or elec.) .....	.56
Cement and concrete mixer operators (gas. or elec.) .....	.56
Drivers .....	.46
Driver, team and wagon .....	.80
Drill runners .....	.56
Firemen, stationary .....	.55
Hoist operators, tower (gas. or elec.) .....	.55
Labourers .....	.46
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick foremen	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Riggers (general) .....	.56
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Structural steel workers .....	.96
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.56
Welders and burners (acetylene or elec.) .....	.70
Watchmen .....	.41

Widening and extension to the Assembly Wharf, Port Alberni, B.C. Name of contractors, British Columbia Bridge and Dredging Company, Limited, Vancouver, B.C. Date of contract, October 31, 1946. Amount of contract, \$144,570.08. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foremen	\$1.37
Pile driver and derrick engineers	1.24
Pile driver and derrick men (rigging, setting and signalling)	1.12
Pile driver and derrick boommen	1.12
Pile driver and derrick brigemen	1.12
Pile driver and derrick firemen .....	.80
Electricians (inside wiremen)	1.19
Plumbers and steamfitters	1.19
Plumbers and steamfitters' helpers .....	.69
Labourers (common) .....	.65
Watchmen .....	.60

Reconstruction of wharf, Hecla, Man. Name of contractor, Wm. Newman Company, Limited, Winnipeg, Man. Date of contract, October 31, 1946. Amount of contract, \$68,694.73. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.75
Blacksmiths' helpers .....	.63
Drivers .....	.55
Driver, team and wagon .....	.95
Labourers:	
Skilled .....	.63
Common .....	.55
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.75
Pile driver and derrick foremen	1.20
Pile driver and derrick engineers	1.00
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.70
Pile driver and derrick labourers .....	.60
Welders and burners (acetylene or elec.) .....	.85
Watchmen .....	.50

Construction of a garage and offices for the Federal District Commission at Rideau Hall, Ottawa, Ont. Name of contractor, Mr. H. Dagenais, Ottawa, Ont. Date of contract, October 31, 1946. Amount of contract, \$15,900. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$ 1.25
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners	1.05
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen) .....	.96
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers .....	.75
Painters and glaziers .....	.86
Plumbers and steamfitters	1.12
Sheet metal workers	1.10
Shinglers (wood, asbestos)	1.05
Structural steel workers	1.00
Watchmen .....	.56

Rehabilitation and roof addition at the City Delivery Building, Toronto, Ont. Name of contractor, H. A. Wickett Company, Limited, Toronto, Ont. Date of contract, October 7, 1946. Amount of contract \$897,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$ 1.03
Blacksmiths .....	.96
Blacksmiths' helpers .....	.71

	Per Hour
Brick and hollow tile layers	1.35
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.71
Carpenters and joiners	1.20
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam	1.10
Gas. or elec.	1.10
Compressor operators (gas. or elec.)	1.10
Drivers .....	.62
Driver, team and wagon	1.12
Drill runners .....	.72
Electricians (inside wiremen)	1.27
Elevator constructors	1.20
Elevator constructors' helpers .....	.87
Engineers, operating, steam	1.10
Engineers on steel erection	1.10
Engineers, crane (steam, gas., elec.)	1.20
Enginemn, stationary .....	.72
Hoist operators—tower (gas. or elec.)	1.00
Labourers .....	.62
Lathers—metal	1.30
Linoleum layers .....	.76
Marble setters	1.25
Marble setters' helpers (all men assigned to help tradesmen) .....	.71
Mastic floor layers	1.00
Mastic floor rubbers and finishers .....	.85
Mastic floor kettlemen .....	.75
Mastic floor labourers .....	.65
Motor truck drivers .....	.62
Motor truck driver and truck	2.00
Ornamental iron workers .....	.96
Painters (spray)	1.10
Painters and glaziers	1.05
Plasterers	1.30
Plasterers' helpers (mixing and tempering material) .....	.89
Plumbers and steamfitters	1.30
Powdermen .....	.76
Rodmen (reinforced steel) .....	.71
Roofers:	
Felt and gravel: patent: composition.....	.86
Sheet metal	1.28
Steam shovel engineers	1.30
Steam shovel firemen .....	.77
Steam shovel oilers .....	.72
Shovel operators (gas.)	1.30
Structural steel workers	1.07
Stonecutters	1.20
Stonemasons	1.35
Stonemasons' helpers (mixing and tempering mortar) .....	.71
Terrazzo layers	1.15
Terrazzo finishers and helpers .....	.85
Tile setters, ceramic	1.15
Tile setters' helpers (all men assigned to help tradesmen) .....	.71
Watchmen .....	.57
Waxers and polishers (floor) .....	.66
Welders and burners:	
Acetylene or elec. ....	.96
On steel erection	1.06

	Per Hour
Brick and hollow tile layers	\$ 1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.68
Carpenters and joiners	1.00
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.70
Gas. or elec. ....	.60
Drivers .....	.55
Driver, horse and cart .....	.70
Driver, team and wagon .....	.95
Electricians (inside wiremen)	1.00
Labourers:	
Skilled .....	.63
Common .....	.55
Linoleum layers .....	.65
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.95
Plumbers and steamfitters	1.15
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.63
Roofers, shingles (wood, asbestos) .....	.85
Sheet metal workers .....	.85
Structural steel workers	1.10
Watchmen .....	.50
Waxers and polishers (floor) .....	.65

Construction of a Customs Building and site development, Phillipsburg, P.Q. Name of contractor, Alphonse Gratton Inc., Montreal, P.Q. Date of contract, October 2, 1946. Amount of contract, \$64,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$.85
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.50
Carpenters and joiners .....	.65
Cement finishers .....	.60
Cement and concrete mixer operators:	
Steam .....	.70
Gas. or elec. ....	.55
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.70
Electricians (inside wiremen) .....	.70
Labourers .....	.45
Lathers:	
Metal .....	.65
Wood .....	.60
Linoleum layers .....	.60
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Ornamental iron workers .....	.65
Painters and glaziers .....	.65
Plasterers .....	.85
Plasterers' helpers (mixing and tempering material) .....	.50
Plumbers and steamfitters .....	.70
Roofers:	
Felt and gravel: patent: composition.....	.50
Sheet metal .....	.70
Shinglers (wood, asbestos) .....	.65
Sheet metal workers .....	.70
Structural steel workers	1.00
Watchmen .....	.40
Waxers and polishers (floor) .....	.50

Construction of a Nursing Station for the Indian Health Service of the Department of National Health and Welfare, Little Saskatchewan, near Gypsumville, Man. Name of contractor, Mr. Randver Sigurdson, Winnipeg, Man. Date of contract, October 5, 1946. Amount of contract, \$25,842. A fair wages schedule was included in the contract as follows:—

Improvements to South wharf, Ile Aux Coudres, P.Q. Name of contractor, Mr.

Aristide Maltais, La Malbaie, P.Q. Date of contract, October 17, 1946. Amount of contract, approximately \$48,711.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$ 1.35
Blacksmiths' helpers .....	.50
Carpenters and joiners .....	.65
Cement finishers .....	.60
Cement and concrete mixer operators:	
Steam .....	.70
Gas, or elec. ....	.55
Compressor operators (gas, or elec.) .....	.55
Drivers .....	.45
Driver, horse and cart .....	.60
Driver, team and wagon .....	.70
Drill runners .....	.55
Labourers .....	.45
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Powdermen .....	.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Wharf reconstruction, Mission, B.C. Name of contractors, Fraser River Pile Driving Company, Limited, New Westminster, B.C. Date of contract, September 10, 1946. Amount of contract, approximately \$21,027.94. A fair wages schedule was included in the contract as follows:—

	Per Hour
Pile driver and derrick foremen	\$ 1.35
Pile driver and derrick engineers	1.22½
Pile driver and derrick boommen	1.10
Pile driver and derrick bridgemen	1.10
Pile driver and derrick firemen .....	.79
Pile driver and derrick men (rigging, setting and signalling)	1.10
Labourers .....	.65
Watchmen .....	.60
Wharf and dock builders	1.10

Repairs to breakwater, Port Arthur, Ont. Name of contractors, Canadian Dredge and Dock Company, Limited, Toronto, Ont. Date of contract, September 27, 1946. Amount of contract, approximately \$274,850. This contract contained both the "A2" Labour Conditions applicable to dredging operations, and the "A1" Labour Conditions applicable to building construction work, of which the following fair wages schedule formed a part:—

	Per Hour
Steam shovel engineers	\$ 1.16
Steam shovel oilers .....	.61
Steam shovel firemen .....	.71
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Pile driver and derrick foremen	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Labourers .....	.51
Powdermen .....	.56

	Per Hour
Drill runners .....	.61
Driver, horse and cart .....	.65
Hoist operators—tower (gas, or elec.) .....	.60
Driver, team and wagon .....	.85
Drivers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.61
Motor boat operators .....	.55
Carpenters and joiners	1.00
Shovel operators (gas.)	1.16
Compressor operators (gas, or elec.) .....	.65
Divers (Full day's pay allowed whether employed full or part time)	14.48*
Divers' tenders (Full day's pay allowed whether employed full or part time)	5.48*

Wharf extension and repairs, Cocagne Cape, N.B. Name of contractors, Messrs. J. W. McMulkin and Son, Upper Gagetown, N.B. Date of contract, October 21, 1946. Amount of contract, approximately \$23,413. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.65
Blacksmiths' helpers .....	.50
Boatmen (rowboats) .....	.46
Compressor operators (gas, or elec.) .....	.55
Engineers, crane (steam, gas, elec.) .....	.71
Driver, horse and cart .....	.60
Driver, team and wagon .....	.75
Engineers, operating steam .....	.75
Gas engine runners .....	.55
Labourers .....	.46
Motor boat operators .....	.50
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Pile driver and derrick engineers .....	.70
Pile driver and derrick firemen .....	.55
Pile driver and derrick labourers .....	.50
Pile driver and derrick men (rigging, setting and signalling) .....	.60
Pile driver and derrick foremen .....	.80
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.55
Watchmen .....	.40

Improvements to the lighting system, Harris-Campbell Building, Ottawa, Ont. Name of contractors, Messrs. William O. Pickthorne and Son, Ottawa, Ont. Date of contract, September 30, 1946. Amount of contract, \$5,575. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$.96
Drivers .....	.56
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.96
Labourers .....	.56
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Painters and glaziers .....	.86
Watchmen .....	.51

*Per day.

Straightening of west approach, St. Andrews Lock and dam, Lockport, Man. Name of contractors, Dominion Bridge Company, Limited, Winnipeg, Man. Date of contract, October 15, 1946. Amount of contract, \$61,213 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per Hour
Steam shovel engineers	\$.90
Steam shovel oilers .....	.55
Steam shovel fireman .....	.60
Labourers (common) .....	.53
Blacksmiths .....	.75
Blacksmiths' helpers .....	.57½
Drill runners .....	.55
Powdermen .....	.63
Driver, horse and cart .....	.70
Driver, team and wagon .....	.95
Drivers .....	.55
Motor truck drivers .....	.60
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.65
Motor boat operators .....	.60
Compressor operators (gas. or elec.) .....	.55
Divers (Full day's pay allowed whether employed full or part time)	14.48*
Divers' tenders (Full day's pay allowed whether employed full or part time)	5.48*
Tractor operators:	
Letourneau, etc. ....	.80
Small .....	.70
Asphalters .....	.63
Cement finishers .....	.70
Concrete mixer operators (gas. or elec.) .....	.55
Engineers on steel erection .....	.90
Painters and glaziers .....	.85
Welders and burners (on steel erection) .....	.95
Pumpmen .....	.63
Riggers (general) .....	.70
Rodmen (reinforced steel) .....	.57½
Structural steel workers	1.00
Watchmen .....	.48
Pile driver and derrick foremen	1.20
Pile driver and derrick engineers	1.10
Pile driver and derrick men (rigging, setting and signalling) .....	.63
Pile driver and derrick firemen .....	.70
Pile driver and derrick labourers .....	.63

Construction of a Nursing Station for the Indian Health Service of the Department of National Health and Welfare, Bersimis, P.Q. Name of contractor, Mr. Georges Deschenes, Moulin Bersimis, P.Q. Date of contract, October 5, 1946. Amount of contract, \$26,700. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$.85
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.50
Carpenters and joiners .....	.65
Cement finishers .....	.60
Cement and concrete mixer operators:	
Steam .....	.70
Gas. or elec. ....	.55
Drivers .....	.45
Driver, horse and cart .....	.60

*Per day.

	Per Hour
Driver, team and wagon .....	.70
Electricians (inside wiremen) .....	.70
Labourers .....	.45
Linoleum layers .....	.60
Motor truck drivers .....	.50
Motor truck driver and truck	1.50
Painters and glaziers .....	.65
Plumbers and steamfitters .....	.70
Sheet metal workers .....	.70
Shinglers (wood, asbestos) .....	.65
Structural steel workers	1.00
Watchmen .....	.40
Waxers and polishers (floor) .....	.50

Department of Reconstruction and Supply

Alterations to Torpedo and Gunnery School building No. 15, H.M.C.S. *Stadacona*, Halifax, N.S. Name of contractors, Nova Scotia Construction Company, Limited, Halifax, N.S. Date of contract, October 2, 1946. Amount of contract, \$33,350. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.80
Brick and hollow tile layers	1.15
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners .....	.95
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Drivers .....	.60
Driver, team and wagon .....	.95
Drill runners .....	.70
Electricians (inside wiremen)	1.06
Engineers, operating, steam .....	.90
Engineers on steel erection .....	.90
Engineers, crane (steam, gas., elec.) .....	.90
Enginemmen, stationary .....	.70
Hoist operators—tower (gas. or elec.) .....	.70
Labourers .....	.60
Lathers—metal .....	.80
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers .....	.70
Painters (spray) .....	.91
Painters and glaziers .....	.81
Pipefitters (surface—temp. work) .....	.70
Pipe layers, caulkers and solderers .....	.70
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.02½
Powdermen .....	.70
Riggers (general) .....	.70
Road grader operators:	
Horsedrawn .....	.65
Including team .....	.95
Gas. ....	.75
Road roller operators (steam or gas.) .....	.80
Roofers:	
Felt and gravel: patent: composition .....	.65
Sheet metal .....	.85
Rodmen (reinforced steel) .....	.70
Sheet metal workers .....	.85
Steam shovel engineers	1.10
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators (gas.)	1.10
Stonecutters	1.15

	Per Hour
Stonemasons	1.15
Stonemasons' helpers (mixing and tempering mortar) .....	.65
Structural steel workers .....	.90
Tractor operators:	
Letourneau, etc. ....	.85
Small .....	.70
Watchmen .....	.55
Welders and burners:	
Acetylene or elec. ....	.85
On steel erection .....	.90

Installation of freight elevator, building No. 85, H.M.C. Dockyard, Esquimalt, B.C. Name of contractors, Cober Elevator Manufacturing Company, Toronto, Ont. Date of contract, October 5, 1946. Amount of contract, \$6,400. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$ 1.12
Drivers (teamsters) .....	.65
Electricians (inside wiremen)	1.06
Elevator constructors	1.18½
Elevator constructors' helpers .....	.84
Labourers (common) .....	.65
Motor truck drivers:	
Under 5 tons .....	.65
5 tons and over .....	.75
Painters (spray)	1.05
Painters and glaziers .....	.95
Sheet metal workers	1.18
Watchmen .....	.60

Construction of laboratory and administration areas, and work exterior to buildings, R.C.N. Magazine Establishment, Bedford Basin, N.S. Name of contractor, Diamond Construction Company, Limited, Fredericton, N.B. Date of contract, October 9, 1946. Amount of contract, \$423,065. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders .....	.65
Axemen .....	.65
Blacksmiths .....	.85
Blacksmiths' helpers .....	.65
Brick and hollow tile layers	1.15
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Boatmen (rowboats) .....	.60
Carpenters and joiners .....	.95
Cement finishers .....	.80
Cement and concrete mixer operators (gas. or elec.) .....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.10
Dragline firemen .....	.70
Dragline oilers .....	.65
Drivers .....	.60
Driver, team and wagon .....	.95
Drill runners .....	.70
Electricians (inside wiremen)	1.06
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65

	Per Hour
Painters (spray) .....	.91
Painters and glaziers .....	.81
Pipefitters (surface-temp. work) .....	.70
Pipe layers, caulkers and solderers .....	.70
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.02½
Powdermen .....	.70
Road grader operators:	
Horsedrawn .....	.65
Including team .....	.95
Gas. ....	.75
Road roller operators (steam or gas.) .....	.80
Roofers:	
Felt and gravel: patent: composition .....	.65
Sheet metal .....	.85
Sheet metal workers .....	.85
Steam shovel engineers	1.10
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators (gas.)	1.10
Tractor operators:	
Letourneau, etc. ....	.85
Small .....	.70
Watchmen .....	.55
Welders and burners (acetylene or elec.) .....	.85

Construction of retaining walls, H.M.C. Dockyard, Halifax, N.S. Name of contractor, Messrs. Walker and Hall, Halifax, N.S. Date of contract, October 25, 1946. Amount of contract, \$31,507.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Carpenters and joiners	\$.95
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.80
Drivers .....	.69
Engineers, operating, steam .....	.90
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Pile driver and derrick foremen	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick firemen .....	.70
Pile driver and derrick men (rigging, setting and signalling) .....	.75
Pile driver and derrick labourers .....	.65
Rodmen (reinforced steel) .....	.70
Steam shovel engineers	1.10
Steam shovel firemen .....	.70
Steam shovel oilers .....	.65
Shovel operators (gas.)	1.10
Tractor operators:	
Letourneau, etc. ....	.85
Small .....	.70
Watchmen .....	.55

Construction of new water main, No. 6 Repair Depot, R.C.A.F., Trenton, Ont. Name of contractor, H. J. McFarland Construction Company, Picton, Ont. Date of contract, October 30, 1946. Amount of contract,

\$30,885.10. A fair wages schedule was included in the contract as follows:—

	Per Hour
Blacksmiths	\$.75
Blacksmiths' helpers .....	.55
Carpenters and joiners .....	.91
Compressor operators (gas. or elec.) .....	.65
Dragline operators (steam or gas.)	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Drill runners .....	.60
Engineers, operating, steam .....	.81
Enginemn, stationary .....	.60
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pipefitters (surface-temp. work) .....	.65
Pipe layers, caulkers and solderers .....	.60
Plumbers and steamfitters.....	.91
Sheet metal workers .....	.80
Tractor operators:	
Letourneau, etc. ....	.75
Small .....	.65
Watchmen .....	.46
Welders and burners (acetylene or elec.) .....	.80

Construction of roads, paving and surface drainage, Health and Occupational Centre, Saint John, N.B. Name of contractor, Coastal Asphalt Products Limited, Saint John, N.B. Date of contract, October 30, 1946. Amount of contract, \$9,532.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt tampers, smoothers and spreaders	\$.55
Asphalt rakers .....	.65
Drivers .....	.51
Driver, team and wagon .....	.85
Labourers, common .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Road grader operators:	
Horsedrawn .....	.55
Including team .....	.85
Gas. ....	.65
Road roller operators (steam or gas.) .....	.75
Tractor operators (small) .....	.60
Watchmen .....	.45

Interior painting, "Givenchy" Barrack Buildings Nos. 11 and 29, H.M.C. Dockyard, Esquimalt, B.C. Name of contractor, Messrs. Mort. Brown Limited, Vancouver, B.C. Date of contract, October 30, 1946. Amount of contract, \$9,650. A fair wages schedule was included in the contract as follows:—

	Per Hour
Labourers:	
Common	\$.65
Experienced building .....	.71
Painters (spray)	1.05
Painters and glaziers .....	.95
Watchmen .....	.60
Waxers and polishers (floor) .....	.71

Department of Transport

Additional development at aerodrome, Sioux Lookout, Ont. Name of contractor, Mr. R. F. Petursson, Dryden, Ont. Date of contract, October 2, 1946. Amount of contract, \$7,625. A fair wages schedule was included in the contract as follows:—

	Per Hour
Dragline operators (steam or gas.)	\$1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, team and wagon .....	.85
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Road grader operators:	
Horsedrawn .....	.55
Including team .....	.90
Gas. ....	.60
Road roller operators (steam or gas.) .....	.75
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc. ....	.75
Small .....	.65
Watchmen .....	.46

Construction of a single residence, Jeddore Rock, N.S. Name of contractor, Nova Scotia Construction Company, Limited, Halifax, N.S. Date of contract, October 12, 1946. Amount of contract, \$18,500. A fair wages schedule was included in the contract as follows:—

	Per Hour
Labourers	\$.50
Cement and concrete mixer operators (steam, gas. or elec.) .....	.70
Carpenters and joiners .....	.95
Cement finishers .....	.75
Shinglers (wood, asbestos) .....	.95
Plumbers and steamfitters	1.02½
Painters and glaziers .....	.81
Painters (spray) .....	.91
Watchman .....	.45

Additional development at airport, Winnipeg, Man. Name of contractors, Commonwealth Construction Company, Limited, Winnipeg, Man. Date of contract, October 2, 1946. Amount of contract, \$459,492.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalters	\$.70
Carpenters and joiners	1.15
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline firemen .....	.80
Dragline oilers .....	.65
Dragline operators (steam or gas.)	1.20

	Per Hour
Drivers .....	.60
Driver, team and wagon	1.00
Drill runners .....	.70
Engineers, operating, steam:	
Single or double drums	1.15
Three or more drums	1.20
Enginemn, stationary .....	.80
Labourers:	
Skilled .....	.68
Common .....	.60
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Painters (spray)	1.00
Painters and glaziers	1.00
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Gas. ....	.80
Road roller operators (steam or gas.)	1.05
Steam shovel engineers	1.20
Steam shovel firemen .....	.80
Steam shovel oilers .....	.65
Shovel operators (gas.)	1.20
Tractor operators:	
Letourneau, etc. ....	.85
Small .....	.75
Watchmen .....	.55

Reconstruction of marine wharf, Prescott, Ont. Name of contractor, Mr. A. E. Farley, Ottawa, Ont. Date of contract, October 4, 1946. Amount of contract, \$26,200. A fair wages schedule was included in the contract as follows:—

	Per Hour
Labourers	\$.56
Carpenters and joiners .....	.96
Cement finishers .....	.76
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.65
Boatmen (rowboats) .....	.56
Blacksmiths .....	.75
Blacksmiths' helpers .....	.56
Motor boat operator .....	.56
Motor truck driver and truck	1.56
Engineers, operating, steam. ....	.81
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Tractor operators:	
Letourneau, etc. ....	.75
Small .....	.65
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Pile driver and derrick foremen	1.00
Pile driver and derrick engineers .....	.90
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.56

Construction of two runway extensions at airport, Malton, Ont. Name of contractors, King Paving Company, Limited, Oakville, Ont. Date of contract, October 4, 1946. Amount of contract, \$138,201.15. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt rakers	\$.76
Asphalt tamperers, smoothers and spreaders.....	.66
Carpenters and joiners	1.20
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam	1.10
Gas. or elec.	1.10
Compressor operators (gas. or elec.).....	1.10
Dragline operators (steam or gas.)	1.30
Dragline firemen .....	.77
Dragline oilers .....	.72
Drivers .....	.62
Driver, team and wagon	1.12
Drill runners .....	.72
Engineers, operating, steam	1.10
Enginemn, stationary .....	.72
Labourers .....	.62
Motor truck drivers .....	.62
Motor truck driver and truck	2.00
Road grader operators:	
Horsedrawn .....	.66
Including team	1.16
Gas. ....	.76
Road roller operators (steam or gas.) .....	.85
Steam shovel engineers	1.30
Steam shovel firemen .....	.77
Steam shovel oilers .....	.72
Shovel operators (gas.)	1.30
Tractor operators:	
Letourneau, etc. ....	.86
Small .....	.76
Watchmen .....	.57

Construction of concrete foundations for prefabricated houses, Kapuskasing, Ont. Name of contractor, Mr. F. Fred Dubeau, Kapuskasing, Ont. Date of contract, October 17, 1946. Amount of contract, \$16,000. A fair wages schedule was included in the contract as follows:—

	Per Hour
Brick and hollow tile layers	\$.96
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.56
Carpenters and joiners .....	.90
Cement finishers .....	.71
Cement and concrete mixer operators:	
Steam .....	.76
Gas. or elec. ....	.66
Compressor operators (gas, or elec.) .....	.66
Drivers .....	.51
Driver, horse and cart .....	.66
Driver, team and wagon .....	.86
Drill runners .....	.61
Labourers .....	.51
Motor truck drivers .....	.56
Motor truck driver and truck	1.56
Pipefitters (surface-temp. work) .....	.66
Pipe layers, caulkers and solderers .....	.61
Plumbers and steamfitters	1.11
Road grader operators:	
Horsedrawn .....	.56
Including team .....	.91
Gas. ....	.61
Road roller operators (steam or gas.).....	.76
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc. ....	.76
Small .....	.66
Watchmen .....	.46

Construction of two graded landing strips, Graham, Ont. Name of contractors, The Tomlinson Construction Company, Limited, Toronto, Ont. Date of contract, October 25, 1946. Amount of contract, \$167,625. A fair wages schedule was included in the contract as follows:—

	Per Hour
Axemen	\$.55
Blacksmiths .....	.70
Blacksmiths' helpers .....	.55
Compressor operators (gas. or elec.).....	.61
Dragline operators (steam or gas.).....	1.06
Dragline firemen .....	.66
Dragline oilers .....	.56
Drivers .....	.51
Driver, horse and cart .....	.65
Driver, team and wagon .....	.85
Drill runners .....	.61
Engineers, operating, steam .....	.81
Enginemmen, stationary .....	.60
Labourers .....	.51
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Powdermen .....	.56
Road grader operators:	
Horsedrawn .....	.55
Including team .....	.90
Gas .....	.60
Road roller operators (steam or gas.) .....	.75
Steam shovel engineers	1.06
Steam shovel firemen .....	.66
Steam shovel oilers .....	.56
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc. ....	.75
Small .....	.65
Watchmen .....	.46

Extension of hard surface runways and parking area at airport, Lethbridge, Alta. Name of contractors, General Construction Company (Alberta), Limited, Lethbridge, Alta. Date of contract, October 25, 1946. Amount of contract, \$105,092.50. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asphalt workers	\$.65
Carpenters and joiners	1.03
Cement finishers (outside work) .....	.70
Cement finishers	1.01
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.17½
Dragline firemen .....	.70
Dragline oilers .....	.70
Drivers (teamsters) .....	.60
Drill runners .....	.70
Engineers, operating, steam:	
Single drum	1.00
Two or more drums	1.15
Enginemmen, stationary .....	.70
Labourers .....	.55
Motor truck drivers:	
Under 5 tons .....	.60
5 tons and over .....	.65
Painters (spray)	1.00
Painters and glaziers .....	.90
Powdermen .....	.80

	Per Hour
Road grader operators:	
Horsedrawn .....	.60
Gas.—graderman .....	.85
Gas.—motor patrol .....	.95
Road roller operators (steam or gas.):	
Asphalt .....	.95
Soil or gravel .....	.70
Steam shovel engineers	1.17½
Steam shovel firemen .....	.70
Steam shovel oilers .....	.70
Tractor operators:	
Letourneau, etc. ....	.95
Small .....	.80
Watchmen	25.00*

War-time Housing Limited

Construction of houses and underground services, Lethbridge, Alta. Name of contractor, Bird Construction Company, Limited, Lethbridge, Alta. Date of contract, October 24, 1946. Amount of contract, \$225,166. A fair wages schedule was included in the contract as follows:—

	Per Hour
Asbestos insulation workers	\$.90
Asphalt workers .....	.65
Brick and hollow tile layers	1.26
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.71
Carpenters and joiners	1.10
Cement finishers (bldg. construction)	1.01
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.17½
Dragline firemen .....	.70
Dragline oilers .....	.70
Drivers (teamsters) .....	.60
Drill runners .....	.70
Electricians (inside wiremen) .....	.95
Engineers, operating, steam:	
Single drum	1.00
Two or more drums	1.15
Engineers, crane (steam, gas., elec.)	1.05
Enginemmen, stationary .....	.70
Holst operators—tower (gas. or elec.).....	.65
Labourers .....	.55
Lathers:	
Metal	1.04
Wood	1.01
Motor truck drivers:	
Under 5 tons .....	.60
5 tons and over .....	.65
Ornamental iron workers .....	.80
Painters (spray)	1.00
Painters and glaziers .....	.90
Pipefitters (surface—temp. work) .....	.75
Pipe layers, caulkers and solderers .....	.75
Concrete finishers (outside work) .....	.70
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.71
Plumbers and steamfitters	1.00
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.66
Road grader operators:	
Horsedrawn .....	.60
Gas.—gradermen .....	.85
Road roller operators:	
Steam or gas. (asphalt) .....	.95
Gas. (soil and gravel) .....	.70

*Per week.

	Per Hour		Per Hour
Rodmen (reinforced steel) .....	.65	Shinglers (wood, asbestos)	1.23
Roofers (sheet metal) .....	.96	Steam shovel engineers	1.06
Sheet metal workers .....	.96	Steam shovel firemen .....	.80
Shinglers (wood, asbestos)	1.10	Steam shovel oilers .....	.75
Steam shovel engineers	1.17½	Shovel operators (gas.)	1.06
Steam shovel firemen .....	.70	Tractor operators:	
Steam shovel oilers .....	.70	Letourneau, etc. ....	.90
Shovel operators (gas.)	1.17½	Small .....	.80
Tractor operators:		Watchmen .....	.57
Letourneau, etc. ....	.95	Welders and burners (acetylene or elec.).....	.90
Small .....	.80		
Watchmen	25.00*		
Welders and burners (acetylene or elec.).....	.87		
Roofers, felt and gravel: patent: comp:			
Foreman .....	.85		
Roofers .....	.75		
Labourers .....	.65		

Construction of houses and underground services, Leamington, Ont. Name of contractors, Sterling Construction Company, Limited, Windsor, Ont. Date of contract, October 31, 1946. Amount of contract, \$257,005. A fair wages schedule was included in the contract as follows:—

	Per Hour		Per Hour
Asphalt rakers	\$.80	Asbestos insulation workers	\$.90
Asphalt tampers, smoothers and spreaders....	.75	Asphalt workers .....	.65
Blacksmiths .....	.85	Brick and hollow tile layers	1.26
Blacksmiths' helpers .....	.71	Brick and hollow tile layers' helpers .....	.71
Brick and hollow tile layers	1.36	(mixing and tempering mortar)	
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.71	Carpenters and joiners	1.10
Carpenters and joiners	1.23	Cement finishers (bldg. construction)	1.01
Cement finishers .....	.80	Cement and concrete mixer operators:	
Cement and concrete mixer operators:		Steam .....	.80
Steam .....	.90	Gas. or elec. ....	.70
Gas. or elec. ....	.75	Compressor operators (gas. or elec.) .....	.70
Compressor operators (gas. or elec.) .....	.75	Concrete finishers (outside work) .....	.70
Dragline operators (steam or gas.)	1.06	Dragline operators (steam or gas.)	1.17½
Dragline firemen .....	.80	Dragline firemen .....	.70
Dragline oilers .....	.75	Dragline oilers .....	.70
Drivers .....	.71	Drivers (teamsters) .....	.60
Driver, team and wagon	1.05	Drill runners .....	.70
Drill runners .....	.75	Electricians (inside wiremen) .....	.95
Electricians (inside wiremen)	1.30	Engineers, operating, steam:	
Engineers, operating, steam	1.00	Single drum	1.00
Enginemen, stationary .....	.75	Two or more drums	1.15
Labourers .....	.71	Engineers, crane (steam, gas., elec.)	1.05
Lathers (metal or wood)	1.00	Enginemen, stationary .....	.70
Motor truck drivers .....	.71	Hoist operators—tower (gas. or elec.) .....	.65
Motor truck driver and truck	1.70	Labourers .....	.55
Ornamental iron workers .....	.85	Lathers:	
Painters and glaziers	1.00	Metal	1.04
Pipefitters (surface—temp. work) .....	.75	Wood	1.01
Pipe layers, caulkers and solderers .....	.75	Motor truck drivers:	
Plasterers	1.25	Under 5 tons .....	.60
Plasterers' helpers (mixing and tempering material) .....	.71	5 tons and over .....	.65
Plumbers and steamfitters	1.30	Ornamental iron workers .....	.80
Riggers (general) .....	.80	Painters (spray)	1.00
Road grader operators:		Painters and glaziers .....	.90
Horsedrawn .....	.75	Pipefitters (surface—temp. work) .....	.75
Including team	1.05	Pipe layers, caulkers and solderers .....	.75
Gas. ....	.80	Plasterers	1.16
Road roller operators (steam or gas.) .....	.90	Plasterers' helpers (mixing and tempering material) .....	.71
Rodmen (reinforced steel) .....	.75	Plumbers and steamfitters	1.00
Roofers:		Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.66
Felt and gravel: patent: composition .....	.75	Road grader operators:	
Sheet metal	1.06	Horsedrawn .....	.60
Sheet metal workers	1.06	Gas.—grademen .....	.85
		Road roller operators:	
		Steam or gas. (asphalt) .....	.95
		Gas. (soil and gravel) .....	.70
		Rodmen (reinforced steel) .....	.65
		Roofers (sheet metal) .....	.96
		Sheet metal workers .....	.96
		Shinglers (wood, asbestos)	1.10

*Per week.

Per Hour

Steam shovel engineers	1.17½
Steam shovel firemen .....	.70
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.17½
Tractor operators	
Letourneau, etc. ....	.95
Small .....	.80
Watchmen	25.00*
Welders and burners (acetylene or elec.) .....	.87
Roofers, felt and gravel: patent: comp.	
Foreman .....	.85
Roofers .....	.75
Labourers .....	.65
*Per week:	

Construction of houses and underground services, Fredericton, N.B. Name of contractors, Diamond Construction Company, Limited, Fredericton, N.B. Date of contract, October 29, 1946. Amount of contract, \$300,000. A fair wages schedule was included in the contract as follows:—

Per Hour

Asphalt rakers	\$.65
Asphalt tampers, smoothers and spreaders ....	.55
Brick and hollow tile layers .....	.90
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.55
Carpenters and joiners .....	.70
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.60
Compressor operators (gas. or elec.) .....	.60
Drigaline operators (steam or gas.)	1.06
Dragline firemen .....	.65
Dragline oilers .....	.60
Drivers .....	.50
Driver, team and wagon .....	.80
Drill runners .....	.60
Electricians (inside wiremen) .....	.75
Engineers, operating, steam .....	.75
Engineers, crane (steam, gas., elec.) .....	.75
Enginemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.50
Lathers:	
Metal .....	.70
Wood .....	.65
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Ornamental iron workers .....	.70
Painters (spray) .....	.75
Painters and glaziers .....	.70
Pipefitters (surface—temp. work) .....	.65
Pipe layers, caulkers and solderers .....	.60
Plasterers .....	.90
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.75
Riggers (general) .....	.65

Per Hour

Road grader operators:	
Horsedrawn .....	.55
Including team .....	.80
Gas. ....	.60
Road roller operators (steam or gas.) .....	.70
Rodmen (reinforced steel) .....	.60
Roofers:	
Felt and gravel: patent: composition .....	.55
Sheet metal .....	.75
Sheet metal workers .....	.75
Shinglers (wood, asbestos) .....	.70
Steam shovel engineers	1.06
Steam shovel firemen .....	.65
Steam shovel oilers .....	.60
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc. ....	.70
Small .....	.60
Watchmen .....	.45
Welders and burners (acetylene or elec.) .....	.70

(2) Dredging Work

Note: The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

Department of Public Works

Dredging work, Meaford, Ont. Name of contractors, Canadian Dredge and Dock Company, Limited, Toronto, Ont. Date of contract, October 31, 1946. Amount of contract, \$47,836.

Dredging work, Berthierville, Vercheres and St. Sulpice, P.Q. Name of contractors, St. Francis River Dredging Company, St. François du Lac, P.Q. Date of contract, October 31, 1946. Amount of contract, \$10,208.60.

Dredging work at Belleville, Ont. Name of contractors, Russell Construction Company, Limited, Toronto, Ont. Date of contract, October 16, 1946. Amount of contract, \$9,020.

CONTRACTS FOR THE MANUFACTURE OF SUPPLIES AND EQUIPMENT

Department	No. of Aggregate	
	Contracts	Amount
Public Works	1	\$ 294,737.00
Post Office	16	59,907.21
Reconstruction and Supply	3,991	4,299,975.00
Royal Canadian Mounted Police...	1	2,500.00

Vocational Training

Training of Discharged Members of Armed Forces

THE number of new trainees enrolled during the month of October in all branches of vocational training was 7,137 (6,292 men, 845 women).

The peak enrolment to date was during the month of January, 1946, when the total was 10,750 (10,028 men, 722 women). However, it is interesting to note that the enrolment has increased by 2,859 or, has approximately doubled since the August report. It is felt that seasonal employment has influenced the enrolment during the summer months.

The total number under training at the end of October 1946 was 36,998 (33,636 men, 3,362 women) with a breakdown as listed below:—

	Men	Women
Training-on-the-Job in Industry	11,283	185
Training in Correspondence and Pre-matriculation Classes...	7,044	392
Training in C.V.T. Schools and Private Schools.....	15,309	2,785

The peak in training to date was reached in July 1946 when the total was 38,777 (35,921 men, 2,856 women). A point to note in the October report is the fact that the number of men in training has increased approximately a thousand over the previous month's report. In the case of women's training, it has increased approximately 300.

Training in industry has shown a steady increase in enrolment since March. This type of training has been given special attention by Canadian Vocational Training, National Employment Service and Department of Veterans Affairs, since it more or less assures definite employment for the trainee upon completion of the training period. Long term contracts in Training-on-the-Job have also been given special consideration as a result of a lengthy discussion at the Regional Director's Conference held in Ottawa in October. (L.G. Nov. 1946, p. 1599.)

Recent amended instructions regarding Training-on-the-Job contracts of over 52 weeks have been issued in a directive of the Department of Veterans Affairs.

Since September 1946, training in the Canadian Vocational Training Schools and Private Schools shows an increase of approximately

1,000. The pre-matriculation training and correspondence courses are approximately the same as reported in the penultimate month.

The backlog for October has been decreased by approximately 900 since September. It is noteworthy that of this backlog of approximately 3,000 for October, that approximately 2,000 are shown as "awaiting training in eight trades" namely:—

Pre-matriculation.....	561
Barbering.....	406
Watch Repair.....	318
Motor Mechanics.....	270
Graphic Arts.....	161
Photography.....	140
Hotel and Restaurant.....	124
Plumbing and Steam Fitting..	102

This leaves approximately 1,000 veterans awaiting training in all other trades in the various schools across Canada. This number is to be viewed in a most flexible manner since classes have no fixed date of admission; therefore, by the time that "Awaiting Training" reports arrive at Head office certain numbers of those who have been reported will have been absorbed in classes.

During October, Canadian Vocational Training opened a course for Laboratory Technicians and X-Ray Operators at Regina. This course is sponsored by the Department of Health, Saskatchewan. It is hoped that ultimate arrangements can be made with the Canadian Society of Radiological Technicians and the Canadian Society of Laboratory Technicians to recognize the training time provided, and that provision can be made to take necessary additional training to write certification examinations.

A dress designing class was opened in Toronto during September. Graduates of the dressmaking classes will be examined for this class by the Rehabilitation Boards concerned—if trainees elect this advance training. It is felt this C.V.T. class in dress designing will eliminate many of the difficulties that have arisen as a result of transfers to private schools.

It is interesting to note at this time that dressmaking and designing are second in choice of trade training by women veterans, since 13.2 per cent have chosen into this field.

Women's Training

Of the 44,600 women veterans, 7,656 have enrolled under the C.V.T. program for training. Eight hundred and forty-five of this number enrolled during October 1946. There has been an increase in enrolment in all three phases of training as indicated by the approximate 1,100 increase in numbers in training in October over the numbers in training as of April 1946.

Listed below are four of the most popular courses chosen by women veterans which indicate that approximately 82 per cent of those taking C.V.T. classes have chosen into these fields:—

Commercial	46 per cent
Hairdressing	11.5 per cent
Dressmaking	13.2 per cent
Pre-matriculation	11 per cent

In reviewing the Women's Training picture, it is noted that numbers have increased steadily with an increase in training at the end of October 1946, of approximately 300 over the previous month's report. There has been no falling off in interest at district and regional levels of supervisory efforts.

Cumulative Enrolment

From its inception up to October 31, 1946, the gross enrolment in all types of projects has been 542,998 made up as follows:

Discharged Members of the	
Forces	98,831
Industrial Supervisors and	
Foremen	128,830

There have been no further classes for War Industry or Service Tradesmen since the previous report—therefore, the balance of 315,337 comes under those projects.

Vocational Training Projects

The following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:

- (1) The vocational and prematriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the provinces for vocational schools.

SUMMARY OF CANADIAN VOCATIONAL TRAINING, OCTOBER 31, 1946

Type of Training	No's. who have received training from Commence- ment of Program to Oct. 31, 1946	No's. who have been placed in employ- ment to Oct. 31, 1946	No's. leaving voluntarily or released to Oct. 31, 1946	No's. who received training in fiscal year 1945-46	No's. who received training April 1, 1946 to Oct. 31, 1946*	No's. under training Oct. 31, 1946
War Industry and Service Tradesmen.....	315,337	112,684	23,881	8,051		
Supervisory Training†.....	128,830			36,417	14,181	Information not available
Rehabilitation of Discharged Personnel.....				52,672		
Pre-Matriculation.....	24,379	13,499	4,384		19,422	6,496
Training in Industry.....	20,148	4,256	4,424		17,012	11,468
Correspondence.....	1,344	107	297		1,212	940
Private Schools.....	13,158	3,721	3,478		9,773	5,129
C.V.T.....	39,802	12,732	11,889		29,630	12,965
Total.....	542,998	146,999	43,353	97,140	91,230	36,998

* Includes those carried over from end of previous year.

† Already employed.

NOTE.—Numbers that had completed training but had not been placed in employment to October 31, 1946: from private schools, 839; from C.V.T., 2,226; a total of 3,066.

Western Vocational Training Conference

THE second meeting of Canadian Vocational Training officials in the provinces of Manitoba, Saskatchewan, Alberta and British Columbia was held in the Palliser Hotel, Calgary, on November 22-24. There were about 50 present representing vocational training units in each of the four provinces. Brigadier J. E. Lyon of Ottawa, Assistant Director of Canadian Vocational Training attended in a consultative capacity.

In a brief address of welcome the Hon. R. E. Ansley, Minister of Education for Alberta, drew attention to the division of responsibility for policy and administration in rehabilitation work and the co-operative responsibilities in connection with certain other phases of the work of vocational training. He also emphasized the advantages to be obtained from full co-operation by all departments and branches concerned.

Inter-Regional Procedure

Much of the conference agenda was concerned with inter-regional procedure and technical aspects of administration. The chairman at the opening session, Mr. J. H. Ross of Calgary, outlined procedures laid down in federal directives concerning the registration of trainees in the several training centres.

Problems arising in connection with trainees from the prairie provinces who wanted to train in British Columbia during the winter months were carefully considered.

Brigadier J. E. Lyon urged that employers should be made aware "by all available means" of the superior type of craftsmen that are graduating from the vocational training schools. He was of the opinion too much of the time of supervisors was spent in administrative work, rather than with matters directly related to training.

It was announced that student councils had been organized in the schools in all areas. These were made up of representatives from each shop and acted through their executive committees with the school directors and, in some instances, with the recreational directors.

The functions of the councils were to provide a channel for complaints, to assume responsibility for recreation and other matters that would otherwise claim the time of school directors.

The second session of the Conference was under the Chairmanship of Col. J. Neish of Winnipeg. The necessity for close liaison with D.V.A. rehabilitation centres and the National Employment offices of the Unemployment Insurance Commission was stressed, in order to make better arrangements for the placement of trainees in employment, after they had completed their training.

It was announced that there was no "back-log" of women applicants awaiting training and that twice as many women as men, proportionately, were given training. It was reported also, that in the three prairie provinces the peak enrolment of trainees had been passed. After dropping sharply through the summer and fall months "enrolment levelled off in October".

Apprenticeship

Under the chairmanship of Mr. W. A. Ross of Regina, the question of apprenticeship was discussed in detail. It was agreed that while a flat trade credit was desirable for school training, it was not always possible to get an assessment of two years for six months' school training. Representatives from Saskatchewan stated that there was a slowing up in the number of apprentices because of the high initial wage that had been set recently—50 per cent of the journeyman's rate. The wage rates for apprentices in Manitoba, Alberta and British Columbia were reported to be "fairly uniform". In British Columbia the trend was stated to be away from evening classes to full-day classes of one or two days a week.

Reports were received from each of the four provinces with respect to the training of civilians. In each case there was stated to be a tendency toward "marking time" until it was assured that the training of veterans had been adequately cared for.

Unemployment Insurance

*Placing Veterans in Employment**

THE National Employment Service of the Unemployment Insurance Commission has played an essential rôle in the re-establishment of men and women discharged from the Armed Forces.

To deal with the problem of finding suitable employment for close to a million ex-service personnel required expanded and specialized staffs in the employment offices. Supervisors of Veterans' Placements and Assistant Supervisors (the latter all ex-service women) were appointed for each of the five Regional Offices of the Commission. These officials were given the responsibility of insuring that the policy of providing preference for veterans in referral to suitable employment was carried out consistently and efficiently. In addition, National Employment Service officials were stationed in all of the Armed Services discharge centres. It was the duty of these officials to interview all discharges with respect to veterans' rights under the Reinstatement Act and also the Unemployment Insurance Act and to explain fully the placement procedure followed by the employment offices. If, at the time of the interviews, veterans were seeking new employment, the interviewing officials made the necessary arrangements for registration at the appropriate local employment office. As the flow of ex-service personnel through the Discharge Centres decreased, the number of these special employment service officers has been correspondingly reduced, and there are now only a few of them employed in this work.

Thus, it will be seen that the Unemployment Insurance Commission has been dealing with all matters related to the administration of the Re-instatement in Civil Employment Act and, through its employment Division, the problem of placing veterans in employment, including graduates of the Canadian Vocational Training schools. In addition, through the operations of its veterans' officers, it has been handling a considerable amount of detail connected with Department of Veterans Affairs

benefits, such as re-establishment credits, veteran's land grants, pensions, applications for training, medical attention, etc. Furthermore, in February, 1946, the Unemployment Insurance Commission undertook the handling and payment of D.V.A. out-of-work allowances on behalf of that Department. This facilitated and standardized payments of this benefit, inasmuch as there are more employment offices than there are D.V.A. rehabilitation centres and the requisite machinery parallels in many respects, that used for the payment of unemployment insurance benefits.

The nature of the work done by the Armed Forces Registration units set up in each local employment office has altered during recent months. Whereas during the peak period of discharges, they were employed mainly in registering and counselling applicants for employment, the emphasis now is on the follow-up phases of the work, as well as the placement of the comparatively small number of veterans still seeking employment.

Duties of Employment Advisers Modified

The work of the Veterans Employment Advisers operating at Department of Veterans Affairs Rehabilitation Centres, under the immediate direction of the Regional Supervisors of Veterans Placements, has also changed somewhat. These officials, together with D.V.A. officials, have recently surveyed all cases of veteran applicants who have been in receipt of out-of-work allowances for an unduly long period. They have been successful in effecting satisfactory rehabilitation in many cases. They have also given special attention to the placement of older veterans.

Employers Co-operate

Re-instatement Officers of the National Employment Service are of the opinion that the success of the Re-establishment and Civilian Employment Act is due as much to the desire on the part of Canadian employers to see their veteran employees successfully re-established, as it has been due to the requirements of the Act. Employers, with few exceptions, have

* The functions of the Department of Labour in connection with the rehabilitation of ex-service personnel were outlined in the *LABOUR GAZETTE*, December, 1945, p. 1771.

continued to carry out the spirit and intention of re-instatement, in numerous instances, exceeding the requirements of the Act. It is estimated that more than 200,000 ex-service personnel have returned to their pre-enlistment employment, in accordance with the terms of the Act. Between August 1, 1945 (when comprehensive records of re-instatement were first started), and September 30, 1946, at least 164,961 veterans returned to their old employment. Of this number 2,036 were women. Only a small percentage of all veterans applying for re-instatement have needed the assistance of re-instatement authorities. In practically every instance where veterans requested assistance, it has been merely a case of misunderstanding, either on the part of the veteran or of the employer, as to the requirements of the Act. As a result, only four prosecutions have been necessary under the Act.

The facilities provided for male veterans have been duplicated for ex-members of the

women's Services, although, generally speaking, there have been very few problems. At October 31, 1946, only 1,133 ex-service women were registered for employment in National Employment Service Offices. It is probable that a large percentage of these comprised the personnel released by the Navy and Army when the W.R.C.N.S. and C.W.A.C. were finally demobilized at the end of August and September, respectively.

The results of the Labour Department's work on behalf of veterans is shown, to some extent, in the following figures:

Total Discharges to October 31, 1946	938,731
*Total Placements to October 31, 1946	718,335
Peak of Unplaced Applicants (including Veterans of 1914 War)	
March 31, 1946	83,029
Unplaced Applicants as at September 30, 1946	46,147

* This figure includes multiple placements.

Unemployment Insurance Statistics, October, 1946

Analysis of Claims for Benefit—Claims of "Short-time" and "Casual" Workers—Status of Fund

A TOTAL of 34,891 claims for Unemployment Insurance benefit was filed in local offices across Canada during October. This represents an increase over the 28,555 registered in September but is slightly less than the 36,717 recorded during October, 1945.

As at October 31, live Unemployment Insurance claims (ordinary) totalled 57,036 (39,957 males and 17,079 females) compared with 57,682 (41,022 males and 16,660 females) at September 30 and 61,565 (43,638 males and 17,927 females) at October 31, 1945. In addition, at the end of October this year, there were 6,439 (5,907 males and 532 females) other active claimants. Ordinary claimants are those who have separated from their last previous employment and are available for other employment. Other claimants include "short-time" and "casual" claimants. Short-time claimants are those employed less than the usual number of working days because of a partial shut-down of a plant. They claim benefit for the days of employment lost, but are usually not available for other employment, since the arrangement is commonly a temporary one. Casual claimants are those defined as such by the local office concerned. They are workers whose past employment history is such as to place them in the category of casual workers. When such a person has satisfied the minimum contribution requirements, his claim may be taken

and he can qualify for benefit for days of unemployment. At the present time casual claimants are few in number, being only 110 of those included in the category "other claimants" (Table 4) at October 31. Both short-time and casual claimants must, of course, satisfy the conditions laid down in the Unemployment Insurance Act for all claimants, including those governing "waiting days" and "first days in the week".

During October, 33,197 claims were forwarded to Insurance offices for adjudication and of these (along with some pending at September 30), 31,589 were adjudicated, 24,404 being considered entitled to benefit and 7,185 not entitled to benefit.

In previous reports, the chief reasons for disallowance have been given only for the disallowances and disqualifications arising out of initial and renewal claims for benefit. There have always been, however, disallowances arising from subsequent adjudications such as those based upon a subsequent refusal of an offer of suitable employment. Beginning with this report, subsequent disallowances and disqualifications are included in Table 4.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that as at October 31, 1946, 2,875,954 employees

were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1946, an increase of 94,725 since September 30, 1946.

As at October 31, 1946, 176,354 employers were registered as having insurable employees representing an increase of 2,528 since September 30, 1946.

Registrations to October 31, 1946, by regions are shown in Table 1.

Unemployment Insurance Fund

Employer-Employee contributions for October amounting to \$6,585,574.37 reached an all-time monthly high. This figure is also \$1,265,891.85, greater than that of the corre-

sponding month last year. This increase is made up as follows: Stamps \$798,856.74, Meter \$112,837.71, Bulk \$354,127.13 and Miscellaneous \$70.27. In comparing Employer-Employee contributions for October with the corresponding month last year, it should be pointed out that during the past year coverage of the Act was extended to include lumbering and logging in British Columbia and employment in transportation by water.

Benefit payments dropped from \$3,398,101.44 in September to \$2,459,480.38 in October.

After deducting Benefit Payments from the total revenue, the net increase to the Fund during October was \$6,049,337.99.

The balance in the Unemployment Insurance Fund amounting to \$343,868,572.69 as at October 31, 1946 is \$33,956,610.67 more than at the same time last year.

TABLE 1.—REGISTRATIONS AS TO OCTOBER 31, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	13,393	217,497
Quebec.....	46,634	817,308
Ontario.....	64,197	1,097,605
Prairie.....	33,159	447,221
Pacific.....	18,971	296,323
Total for Canada.....	176,354	2,875,954

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO OCTOBER, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	35,781
May.....	2,799	2,027	4,654	8,825	34,777
June.....	4,629	1,772	3,226	10,857	30,646
July.....	2,668	1,087	3,106	10,886	27,576
August.....	1,855	1,370	3,241	20,557	25,115
September.....	1,118	1,013	3,715	40,473	28,555
October.....	1,058	1,475	6,222	36,717	34,891
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	399,077

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, OCTOBER, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	113	89	24	134	32	45
Nova Scotia.....	4,113	3,565	548	1,536	826	2,877
New Brunswick.....	823	567	256	558	232	491
Quebec.....	8,239	5,613	2,626	6,141	2,594	2,516
Ontario.....	14,828	10,352	4,476	11,021	2,191	5,923
Manitoba.....	1,576	994	582	994	270	694
Saskatchewan.....	619	417	202	469	86	230
Alberta.....	1,106	739	367	1,197	187	500
British Columbia.....	3,474	2,174	1,300	2,356	767	1,789
Total, Canada, October, 1946.....	34,891	24,510	10,381	24,404	7,185	15,065
Total, Canada, September, 1946.....	28,555	19,603	8,952	21,695	5,604	7,502
Total, Canada, October, 1945.....	36,717	31,142	5,575	33,384	6,736	12,312

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of October, 1945	Month of October, 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,908	2,767	23,078
Not capable of and not available for work.....	95	228	1,494
Loss of work due to a labour dispute.....	859	417	6,031
Refused offer of work and neglected opportunity to work.....	59	413	1,981
Discharged for misconduct.....	484	275	2,432
Voluntarily left employment without just cause.....	2,049	2,740	17,098
Other reasons ⁽¹⁾	282	(2)559	3,822
Total.....	6,736	7,399	55,936

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

(2) Includes disallowances made subsequent to the original adjudication.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, OCTOBER, 1946

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	243	74	5,072	9,079
Nova Scotia.....	4,373	1,169	86,408	182,072
New Brunswick.....	1,657	422	31,978	65,613
Quebec.....	20,227	5,691	401,429	744,101
Ontario.....	25,248	8,680	462,942	924,377
Manitoba.....	2,984	946	57,465	112,682
Saskatchewan.....	1,208	502	22,112	42,194
Alberta.....	2,046	903	36,944	74,438
British Columbia.....	7,455	1,891	145,958	309,121
Total, Canada, October 1946.....	65,441	20,278	1,250,308	2,463,677
Total, Canada, September, 1946.....	74,762	25,234	1,725,426	3,402,460
Total, Canada, October, 1945.....	43,775	25,838	840,327	1,709,164

TABLE 8.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO OCTOBER 31, 1946

Year Ended Dec. 31	REVENUE						EXPENDITURE		
	CONTRIBUTIONS (Gross less Refunds)						Total Revenue		
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government (Not Including Fines)	Interest on Investments and Profit on Sale of Securities	Benefit Payments	Balance in Fund
1941.....	\$ 14,955,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,585,804 88	\$ 4,717,360 97	\$ 105,800 48	\$ Nil	\$ 28,410,056 00
1942.....	29,869,803 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36	1,303,097 53	349,655 94	95,480,002 00
1943.....	30,872,715 97	13,368,409 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	3,483,839 20	929,219 33	170,512,133 00
1944.....	32,902,037 68	12,347,563 70	19,032,263 17	2,459 99	64,284,374 54	12,856,374 91	5,632,644 52	3,255,707 67	250,020,319 00
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,265 63	14,561,475 71	315,937,572 00
1946—									
January.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	4,492,081 25	318,376,870 00
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	563,753 89	5,900,722 63	318,810,518 00
March.....	3,785,715 55	907,190 08	1,629,162 25	51 73	6,322,119 61	1,284,423 91	769,891 16	9,026,293 28	317,240,660 00
April.....	2,859,530 14	834,575 97	1,135,965 48	34 68	4,830,106 27	966,021 25	559,229 47	4,286,614 02	319,309,403 00
May.....	3,230,303 57	963,523 39	1,383,548 34	113 48	5,577,503 78	1,115,500 76	565,569 95	5,218,914 32	321,349,063 00
June.....	3,067,949 28	897,986 62	1,495,736 89	572 18	5,462,244 97	1,092,448 99	568,542 55	4,468,245 05	324,004,054 00
July.....	3,367,766 33	899,786 10	1,586,813 15	936 53	5,855,302 11	1,171,060 42	573,915 52	3,299,338 15	328,304,394 00
August.....	3,630,511 06	880,119 27	1,647,248 78	436 52	6,158,315 63	1,231,663 13	587,805 05	2,858,005 66	333,424,172 00
September.....	3,289,643 24	900,715 68	1,803,599 75	285 17	5,994,263 84	1,198,850 77	600,058 54	3,398,101 44	337,819,234 00
October.....	3,847,506 16	997,350 87	1,740,421 44	205 90	6,585,574 37	1,317,073 69	606,170 31	2,459,480 38	343,808,572 00
1946 Total.....	32,860,868 50	9,065,661 77	14,973,286 42	3,036 61	56,902,853 30	11,380,529 47	5,956,013 73	46,308,396 18	343,808,572 00
GRAND TOTAL.....	175,450,829 37	63,176,594 92	83,716,573 38	12,100 34	322,356,098 01	64,471,178 42	22,455,751 09	65,414,454 83	343,808,572 00

The Column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "average Weighted Yield" of 2.26%

(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Fines.....	\$ 8,769 36
Miscellaneous.....	3,330 98
	\$12,100 34

The "Bulk" column includes Contributions for Armed Service \$4,638,151 23

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945, number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 67

(Jan. 21, 1946)

The claimant, a married woman separated from her husband, became unemployed, received benefit for 38 days and then moved to her parents' home in another town. She was notified of a permanent position 35 miles from her parents' home. She refused the employment stating that on account of her domestic circumstances the wages were too low. The Insurance Officer disqualified her. The Court of Referees reversed the Insurance Officer's decision. HELD: The domestic circumstances of the claimant were not such as to render the employment offered unsuitable. The claimant therefore had, without good cause, refused an offer of suitable employment.

The material facts of the case are as follows:

The claimant, a married woman, separated, aged 23 years, was employed as a clerk in a grocery store from March 1, 1945 to April 27, 1945. She became unemployed and filed an application for benefit on May 16, 1945; it was allowed and she received benefit for 38 days. She and her child of 10 months were then living at her sister's home.

The claimant moved to her parents' home in another town and her claim was transferred to the nearest local office. On the 24th of August, 1945, the local office notified her by letter of a permanent position as sales clerk at an initial rate of wages of \$60 per month. She had been receiving in her previous position \$17.65 per week, which amounted to \$76.40 per month.

The employment offered was 35 miles from her parents' home.

Five days later she wrote to the local office refusing the employment offered because the wages were not satisfactory and she contended that, as she had a child, if she accepted the position in question she would have to pay practically all her salary for room and board and the upkeep of her child.

The Insurance Officer disallowed the claim and disqualified her on the ground that she had, without good cause, refused to apply for employment which was suitable.

From this decision the claimant appealed to the Court of Referees which unanimously allowed her appeal, on account of the domestic circumstances outlined by the claimant. She stated that she could not have left her child with her parents during the busiest month of the farming season but would have been able to do so at the end of the current month.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for six weeks from the date on which his decision is communicated to her and gave as his reasons:

The Insurance Officer's ground of appeal is that the failure of the claimant to make appropriate arrangements for the care of her child is no justification for her refusal of the employment. He contended that it was her responsibility to arrange her domestic affairs so as to enable her to accept suitable work when it is offered.

He further stated that, as she moved from her original location where there were prospects of work to a place where the opportunities were practically non-existent, she should have been prepared to move away, since she had had a reasonable time to find suitable employment near her place of residence.

The question I have to decide is whether the claimant had good cause for refusing an offer of suitable employment. Her domestic circumstances must be taken into consideration when determining the suitability of employment offered but there does not appear to have been any serious obstacle to her accepting the work offered. As she stated herself, she could have taken her child with her and placed it in a day nursery until the end of the month and at that time she could have left it with her parents.

In my opinion, the domestic circumstances of the claimant were not such as to render the employment offered unsuitable. I therefore find that the claimant has, without good cause, refused an offer of suitable employment.

CU-B. 68

(Jan. 21, 1946)

The claimant, a married man, was employed as a mucker at a gold mine; he was declared medically unfit for underground work and left his employment. When filing his claim for benefit he declared that his occupation was "farming." He was offered employment as a surface labourer, and refused to apply, stating that the work was too far away from his home. The Insurance Officer disqualified him. The Court of Referees reversed the Insurance Officer's decision. HELD: The employment offered was suitable as the record discloses that this claimant's previous occupation was that of an underground worker in a gold mine. Also, the claimant was, for all practical purposes, not available for work, inasmuch as he restricted his sphere of availability in refusing to accept employment which would interfere with the operation of his farm.

The material facts of the case are as follows:

The claimant, a married man, aged 44 years, was last employed as a mucker at a gold mine at \$6.27 per day from February 20, 1942 to April 13, 1945. He was declared medically unfit for underground work and left his employment. On April 20, 1945 he filed a claim for benefit which was allowed and he received benefit for 62 days. When filing his claim he declared that his occupation was "farming."

On the 27th day of July, 1945 he was offered employment as a surface labourer at a mine at \$5.27 for eight hours per day. The employment was permanent in nature but was at a distance of 26 miles from his new residence where he moved after his separation from his former employment, and where he established a farm. He refused to apply for the employment offered but did not give any reason for his refusal and the local office made the following comments on the occasion of his refusal:

"Married—must have work where could get home every day—take care of stock, etc., as family very young. If had to accept work away from home would have to dispose of farm. Willing accept work near home."

The Insurance Officer disallowed the claim and disqualified the claimant for six weeks under Section 43 (b) (i) of the Act.

From this decision the claimant appealed to the Court of Referees and stated that he left mine work on account of health and that he was willing to take work which would not take him far away from his new home as he was putting his newly acquired farm into production. It would appear from the record that the claimant obtained casual work around home.

The claimant did not appear personally but the Court of Referees unanimously allowed his appeal on two grounds; first that: "owing to the domestic circumstances outlined in the appeal, the employment offered was not suitable," and second that: "while it appears that the appellant was limited in the employment he could take while residing at his farm, nevertheless, we cannot conclude that, in so doing, his employment was so restricted that it could be said that he was "not available for work."

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for six weeks from the date on which his decision is communicated to him and gave as his reasons:

The questions for me to decide are whether the employment offered was suitable and whether the claimant was available for work. The record discloses that the previous occupation of the claimant was that of underground worker in a gold mine. It was only on the occasion of his claim for benefit that he stated that he was a farmer. I have no doubt that the employment offered was well within his usual range of activities and, insofar as the occupation is concerned, I am of the opinion that the employment offered to him was not unsuitable.

The second question concerns the availability for work of the claimant. It would appear that there is little, if any, prospect of employment in the district to which he moved. Had he remained in his former location his chances of employment would have been greater. It would also appear that he has so restricted his sphere of availability in refusing to take employment which would interfere with the operation of his farm that, for all practical purposes, he was not available for work.

Employment, Hours and Earnings

Introduction

EMPLOYMENT conditions at the end of October were largely the result of two developments, the settlement of labour disputes and the slackening of activity in seasonal industries. Of the 26,000 workers involved in disputes at the beginning of the month, all except about 700 had returned to work under negotiated settlements by the month's end. Output in the vital steel, electrical apparatus, automobile, rubber, chemical, and brass industries had begun to forge ahead and it appeared likely that general production increases would soon be stimulated. It was expected, therefore, that an extensive flow of goods would commence to narrow the general demand-supply gap. The continuing heavy consumer demand for all types of goods will probably maintain manufacturing employment during the next few months, thus offsetting to some extent its normal seasonal decline.

Accordingly, the number of unplaced

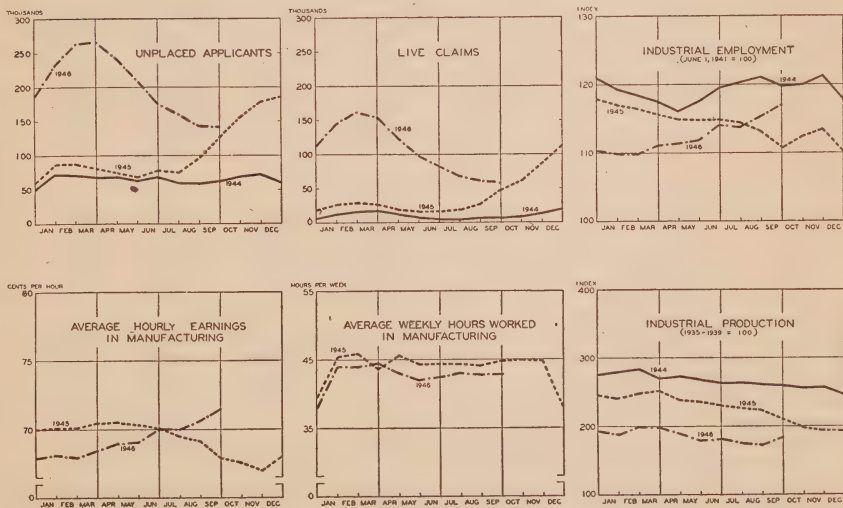
applicants registered at the offices of the National Employment Service had declined another 8,000 during the month to stand at about 134,000 at October 31, 1946. At the same time, the number of workers signing the live unemployment register during the last six working days of October dropped to 57,036 compared with 57,682 at the end of September.

At the beginning of October, 1946, average hourly earnings of hourly-rated wage earners in manufacturing were continuing the upward movement began in December of 1945. At October 1, 1946, they were five per cent above the level of one year earlier. Average weekly hours worked by the same group, on the other hand, had dropped four per cent during the same period.

One year ago the outlook was very different. War industries were closing down with the end of the war, creating pools of unemployment in many areas, while the demobilization

SELECTED LABOUR MARKET INDICATORS

1944 — 1945 — 1946



RESEARCH AND STATISTICS BRANCH - BUREAU OF LABOUR - CHART NO. 101-B

of ex-servicemen was just getting under way. Since that time, the economy has completed most of the physical reconversion necessary for peace-time production, absorbing thousands of war workers and more than 600,000 ex-servicemen. Unemployment now is less than three per cent of the labour force. In the industrial regions of Quebec and Ontario, employment conditions showed a marked improvement over October, 1945. The trend of activity in the seasonally affected Prairie and Pacific regions has shown a steady recovery from the post-war low in the spring of 1946 to a level slightly above that of October, 1945. The Maritime region, however, has not yet regained its position of a year ago.

In the Maritime region, the steel strike settlement materially improved the general employment situation during October. Approximately 5,000 workers were re-employed at the steel plant and in related employment. Other Maritime employers have been rebuilding their staffs in anticipation of orders and supplies as a result of the settlement. Absorption of experienced coal miners and loggers

will tend to ease the unemployment situation during the coming months. Little activity was evident in the primary industries and construction employment was commencing to taper off.

In the Quebec region, the employment picture brightened considerably with the settlement of the numerous lengthy strikes. Many industries were re-calling employees now that supply lines were again intact. Montreal was suffering an acute scarcity of womanpower, while persistent surpluses existed elsewhere in the region. Recruiting of bushmen for the logging industry was going forward on schedule. Commercial, industrial, and residential construction was under way, but critical shortages of building materials and skilled tradesmen both persisted.

In the Ontario region, the steel strike settlement at the beginning of October paved the way for a series of settlements through which some 24,000 workers returned to their jobs. Among these were 7,000 steel workers, 7,500 rubber workers, 4,000 electrical apparatus workers, and 3,500 automobile workers. Plans for expansion pointed to an all-time high in

SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

NOTE: Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision

Series	1946			1945		
	October	September	August	October	September	August
Civillian Non-institutional Population⁽¹⁾.....	(†)	8,792,000	(†)	(†)	(†)	(†)
Civillian Labour Force⁽¹⁾.....	(†)	4,977,000	(†)	(†)	(†)	(†)
Employment—						
Employed ⁽¹⁾	(†)	4,880,000	(†)	(†)	(†)	(†)
Index (June 1, 1941=100) ⁽²⁾	117.0	115.4	113.7	110.7	113.1	114.5
Number ⁽²⁾	1,897,951	1,870,576	1,840,172	1,793,921	1,831,939	1,855,271
Female ⁽²⁾%	23.2	23.0	23.0	25.3	(†)	(†)
Unfilled Vacancies at N.E.S.	137,817	117,236	106,279	153,854	162,147	158,825
Vacancies Notified ⁽³⁾	40,011	42,323	38,636	46,817	51,230	48,362
Applications for Employment ⁽⁴⁾	37,271	37,389	36,371	56,576	59,178	48,647
Referrals ⁽⁴⁾	27,881	26,298	25,225	40,121	40,956	37,374
Placements ⁽⁴⁾	17,580	16,591	16,360	29,000	30,211	26,959
Engagements without Referral by N.E.S. ⁽⁴⁾	26,049	26,009	23,381	16,996	15,071	10,705
Unemployment—						
Unemployed ⁽¹⁾	(†)	117,000	(†)	(†)	(†)	(†)
Unplaced Applicants at N.E.S.						
Total.....	142,467	144,845	160,340	128,667	96,327	75,932
Male.....	111,443	113,959	125,855	95,576	71,170	53,646
Female.....	31,024	30,886	34,485	33,091	25,157	22,286
Unemployment Insurance Claims ⁽⁴⁾	57,682	61,822	68,535	48,352	28,770	19,224
Unemployment in Trade Unions.....%	1.0	(†)	(†)	1.4	(†)	(†)
Earnings and Hours⁽²⁾—						
Index, Aggregate, Weekly Payrolls (June 1, 1941=100).....	149.9	145.9	143.4	137.7	140.6	142.4
Per Capita Weekly Earnings.....\$	33.23	32.81	32.72	32.16	32.11	32.14
Average Hourly Earnings.....cents	71.4	70.6	70.0	67.8	69.2	69.5
Average Hours Worked per Week.....	42.8	42.7	43.0	44.7	44.1	44.3
Industrial Production⁽⁵⁾—						
Index (1935-1939=100).....	184.2	172.5	175.5	210.8	223.9	226.5

(†) Not available.

(1) Estimates based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

(2) Statistics are based on the nine leading industries except average hourly earnings and man-hours which apply to manufacturing only. Data are compiled from monthly reports of firms with 15 or more employees.

(3) Weekly average for month in non-agricultural industries reporting to National Employment Service.

(4) Number of persons signing the Live Unemployment Register during the last six working days of the preceding month.

(5) During the month.

peace-time production during the winter. Labour was very scarce in the foundry, textile, furniture, and leather industries.

In the Prairie region, the seasonal-slackening in employment commenced with the close of harvest activity. Expansion in the logging industry was beginning in various sections of the country. The base metal industry still required labourers, carpenters, mechanics, and other skilled workers. The meat packing industry was rapidly recovering from the farmers' delivery strikes with labour needs heavy, especially in Edmonton. Canning plants were expected to shut down shortly. Conditions in the construction industry remained stable with persistent shortages of

building materials and skilled tradesmen continuing.

In the Pacific region, the yearly peak in employment was probably reached early in the month as latest reports indicate a growing surplus of labour. Labour turnover was declining in all industries except logging. The need for key men in the logging industry was being partially met by the movement of off-season Prairie workers. A heavy demand for all types of mine workers will likely result when the dispute in this industry is settled. Construction continued active in Vancouver, while elsewhere it was curbed by supply shortages.

Survey of Canadian Labour Force

THE fourth quarterly labour force survey of the Dominion Bureau of Statistics, based on a sampling technique involving interviews with some 25,000 households across the country, presents an estimate of population characteristics as well as indicating short-term changes in the labour force. The survey week covered the period August 25-31. Table 1 shows a summary of the national estimates of the civilian non-institutional population, 14 years of age and over, with comparable figures for the second and third survey dates.

The civilian non-institutional population climbed 74,000 over the June 1 estimate to reach the 8,792,000 mark at August 31. Some 65,000 ex-servicemen entered the labour market between the third and fourth survey dates, accounting for the major part of the rise. The present survey should mark the end of direct demobilization influences on the growth of the civilian population.

of ex-service personnel to civilian life. Estimated employment in Canada rose seasonally to total 4,860,000 at the fourth survey date, 158,000 over the June 1 figure. Unemployment fell to the 117,000 low, a drop of 9,000 from the June 1 figure.

The non-working part of the population totalled 3,815,000 at August 31, 75,000 below June 1. This group, 14 years of age and over, are classified as not in the labour force in the sense that they do not work for pay or profit or as unpaid workers in family enterprises, such as farms or businesses.

Industrial Employment

Between the third and fourth survey dates the upward trend in manufacturing industries was interrupted, as employment fell 27,000. Two major bottlenecks were the chief causes of the reversal of the previous trend. The

TABLE I—SUMMARY OF NATIONAL ESTIMATES

(Persons 14 Years of Age and Over)

	Feb. 23/46	June 1/46	Aug. 31/46	Net Change June 1- Aug. 31
Total noninstitutional civilian population.....	8,538,000	8,718,000	8,792,000	+ 74,000
Civilian Labour Force.....	4,525,000	4,828,000	4,977,000	+149,000
Employed.....	4,312,000	4,702,000	4,860,000	+158,000
At Work.....	4,207,000	4,581,000	4,656,000	+ 75,000
With a job but not at work.....	105,000	121,000	204,000	+ 83,000
Unemployed.....	213,000	126,000	117,000	- 9,000
Not in the Labour Force.....	4,013,000	3,890,000	3,815,000	- 75,000

Maintaining its upward trend, the civilian labour force reached 4,977,000 at August 31. This marks an increase of 149,000 over June. The gain may be traced chiefly to the influx of teachers and students into the labour market during the summer, as well as the return

tightened material supply situation, an aftermath of the strategic strikes which temporarily cut into employment expansion in the basic steel, rubber, electrical apparatus, brass, automobile, chemical, and non-ferrous metals industries across the country was the major

limiting factor. The second bottleneck was the shortage of skilled workmen. Table II shows the industrial distribution of employment with comparable figures for the third survey.

unemployment in construction is negligible. The indirect effects of strikes have caused only a slight proportionate increase of unemployment in manufacturing industries. Some cyclical lessening of activity in transportation

TABLE II—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

Industry	June 1			August 31		
	Male	Female	Total	Male	Female	Total
Agriculture.....	1,074	200	1,274	1,101	216	1,317
Forestry, fishing and trapping.....	69	(b)	70	95	(b)	97
Mining (a).....	67	(b)	68	65	(b)	67
Manufacturing (c).....	1,011	245	1,256	981	248	1,229
Construction.....	236	(b)	241	262	(b)	267
Transportation and communication.....	298	38	336	312	42	354
Trade, finance and insurance.....	441	244	685	475	252	727
Service.....	428	344	772	456	346	802
Total.....	3,624	1,078	4,702	3,747	1,113	4,860

(a) Includes milling, quarrying, oil wells.

(b) Fewer than 10,000.

(c) Includes production and supply of electricity, gas and water.

Employment in mining dipped 1,000 in the three month period, against rises in all other industries except manufacturing. Employment in the service industry rose seasonally to register a 30,000 gain over the June figure. Material bottlenecks and the shortage of skilled workmen curbed an even sharper employment gain in the construction industry, which showed a rise of 26,000 from June, another illustration of the response of the labour market to the normal seasonal upswing of activity. The construction industry employed 5.4 per cent of all employed workers in Canada at August—substantially unchanged from the 5.2 per cent in June. Employment in transportation and communication, also reflecting the seasonal upswing, rose 18,000 over the third survey estimate. Agricultural industry exceeded the June figure by 43,000, reflecting the seasonal upward trend of harvest activity.

Table III shows the industrial distribution of unemployment. Relative to other industries,

has increased unemployment among its workers as compared with other industries.

Hours Worked Per Week

Table IV shows the percentage distribution of employed persons by hours worked per week, in agricultural and non-agricultural industries. Employed persons temporarily absent from their jobs are classed as working zero hours. The number of persons employed in agriculture, working over 55 hours per week, rose 53,000 over the June 1 figure. Approximately 70 per cent of agricultural employment is in the group working 55 hours or more per week, against 14 per cent in industries other than agriculture. In non-agricultural industry, 76 per cent of the employed are in the 35-54 hours per week group. This distribution throws into sharp relief the longer hours worked by those employed in agriculture.

TABLE III—INDUSTRIAL DISTRIBUTION OF UNEMPLOYMENT⁽¹⁾

(Thousands of Persons, 14 Years of Age and Over)

Industry	June 1		August 31	
	Number	Per Cent	Number	Per Cent
Manufacturing.....	43	34.1	42	35.8
Construction.....	(b)	(b)	(b)	(b)
Transportation and communication.....	10	7.9	10	8.5
Trade, finance and insurance.....	14	11.1	13	11.1
Service.....	16	12.7	14	11.9
Other (3).....	(b)	(b)	(b)	(b)
None (3).....	28	22.2	23	19.6
Total.....	126	100.0	117	100.0

(1) Industry classifications are based on the last reported civilian job of two weeks duration or more.

(2) Includes agriculture, fishing, trapping, mining.

(3) This class refers to those now seeking jobs who have never been employed previously.

(b) Fewer than 10,000.

TABLE IV—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK

Number of Hours	Agriculture		Non-Agriculture	
	June 1	August 31	June 1	August 31
0 (1).....	0.8	0.7	3.2	5.5
1-14.....	7.8	5.2	1.7	0.9
15-24.....	5.1	4.4	2.6	2.2
25-34.....	2.9	3.2	3.6	1.8
35-44.....	4.2	5.3	35.6	38.1
45-54.....	10.9	11.1	41.1	37.9
55 +.....	68.3	70.1	12.2	13.6
Total.....	100.0	100.0	100.0	100.0

(1) Included in the employed are those classified as working zero hours per week as they had a job at which they did not work during the survey week.

Unemployment

Table V presents the estimated distribution of unemployed by number of months looking for work. This classification is of particular value in distinguishing between frictional unemployment and unemployment of a more permanent character. According to the estimates for February, June, and August, approximately 60-70 per cent of the unemployment is of less than three months duration. Relative to other groups, the number unemployed from

13-18 months, and for 19 months or over is negligible.

The definition of unemployment for the purpose of this survey includes only those persons who were looking for work in the week August 25-31, but who did no work at all. Those who were laid off during the survey week with definite instructions to return to work within 30 days of being laid off are not classed as unemployed unless, in addition, they were looking for work.

TABLE V—ESTIMATED DISTRIBUTION OF THE UNEMPLOYED BY NUMBER OF MONTHS LOOKING FOR WORK

(Thousands of Persons, 14 Years of Age and Over)

	Nov. 17/45	Feb. 23/46	June 1/46	Aug. 31/46
Under 1 month.....	27	22	16	17
1-3 months.....	114	131	64	64
4-6 months.....	23	47	25	15
7-12 months.....	(a)	12	19	19
13-18 months.....	(a)	(a)	(a)	(a)
19 + months.....	(a)	(a)	(a)	(a)
Total.....	172	213	126	117

(a) Fewer than 10,000.

Employment and Payrolls at the Beginning of October, 1946

THE monthly survey of employment and payrolls made by the Dominion Bureau of Statistics at October 1, showed further important expansion in industrial activity; this was seasonal in character, but considerably exceeded the average gain at the time of year in the period since 1920. The general improvement compares favourably with the sharp declines which had been indicated at the beginning of October in 1945 and 1944. The staffs of the 16,190 establishments furnishing data in the eight leading industries rose from 1,796,489 at September 1, to 1,820,673 at October 1. The increase amounted to 24,184 persons, or 1.3 per cent.

The general index of employment, based on the 1926 average, stood at 177.9, as compared with 175.5 at September 1, 1946, and 168.7 at October 1, 1945, when losses resulting from curtailment in the production of munitions had greatly affected the situation. The latest index was lower than those of 183.3, 187.5 and 181.3 at October 1 in 1944, 1943 and 1942, respectively, but was higher than in any earlier year for which data are available.

Since the advance in employment in the eight leading industries at the date under review was above-average in scale, the seasonally-corrected index moved upward, rising

from 168.7 at the first of September, to 169.2 at the beginning of October.

Industrially, the greatest increase at the date under review was that of 13,634 workers in logging, in which the number taken on was larger than usual for the time of year. Manufacturing, transportation and trade showed considerable improvement, while there were declines in mining, communications, construction and hotels and restaurants. To some extent, these losses were of a seasonal nature. The co-operating manufacturers added over 5,500 persons to their working forces; in spite of continued losses due directly and indirectly to industrial disputes, the gain in this group of industries was above normal according to the experience of the pre-war period. As is usual at the time of year, the most pronounced advance in manufacturing at October 1 took place in vegetable food processing, but there were also important increases in the textile and textile-using industries. On the other hand, the farmers' strike brought about a substantial reduction in animal food factories, and iron and steel plants continued to release employees, also partly as a result of strikes. Lumber mills reported a seasonal shrinkage in employment.

It is interesting to note that the index of employment in manufacturing at the date under review coincided with that indicated at October 1, 1945, when important curtailment had been shown following the completion or

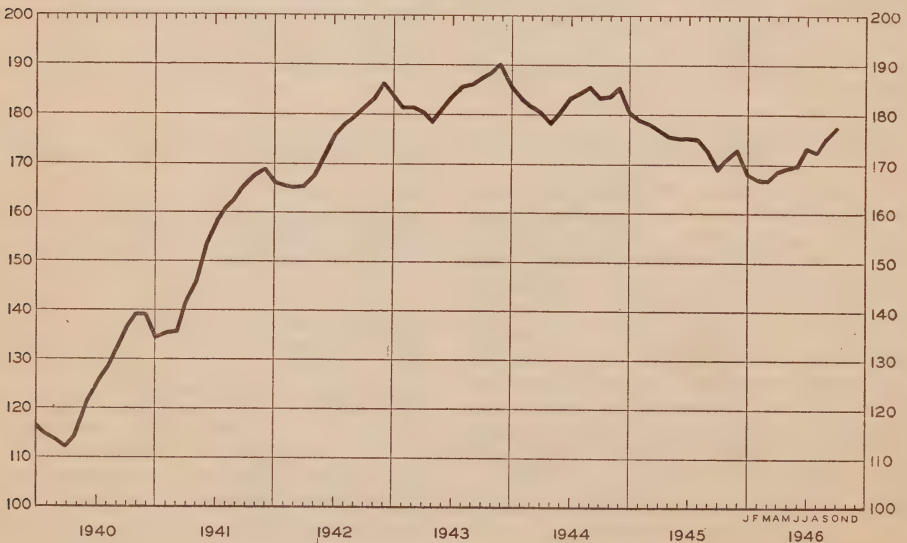
cancellation of war contracts. Activity in this important group of industries was at a lower level at the date under review than at the beginning of October in 1944, 1943 or 1942, but was higher than in the autumn of any preceding year. As compared with October 1, 1939, there was an increase of 57.3 per cent in the index of employment in manufacturing, while that in the eight leading industries showed a gain of 46.2 per cent in this comparison.

Payrolls

The salaries and wages disbursed at October 1, by the firms in the eight leading industries furnishing statistics at the beginning of October, aggregated \$60,326,538. This total was greater by 2.6 per cent than that of \$58,775,022 indicated at the first of September. The reported increase in employment in the same comparison had amounted to 1.3 per cent. The relatively greater gain in the payrolls, (which is particularly interesting in view of the fact that much of the expansion in employment at the date under review took place in industries in which earnings tend generally to be below-average), resulted largely from the payment of higher wage-rates in a considerable number of establishments. The average earnings of the typical worker in recorded employment in the eight leading industries amounted to \$33.13 at October 1, as compared with \$32.72 at September 1, 1946, and \$32.08 at

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



October 1 of last year. The latest figure is the highest in the record of over five years. In earlier years for which data are available, the October 1 per capita figures were as follows: 1944, \$32.36; 1943, \$31.53; 1942, \$29.51 and 1941, \$26.37.

Including the statistics for financial institutions, the latest survey shows a total of 1,897,951 men and women in recorded employment at the beginning of October, when their weekly earnings amounted to \$63,076,692. At September 1, the employees of the same firms had numbered 1,873,190, while the payrolls were given at \$61,456,023. The average per employee advanced from \$32.81 at that date, to \$33.23 at the beginning of October, as compared with \$32.16 at October 1, 1945.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at September 1, 1946, and October 1, 1945. Table I contains a monthly record of the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls since 1942. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100.

Table I indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 16½ per cent, while the aggregate weekly payrolls of those workers are higher by 49½

per cent. Including finance, the gain in employment from June 1, 1941, to October 1, 1946, amounted to 17 per cent, and that in payrolls, to 49.9 per cent. The explanation given in earlier reports for the much greater rise in the reported salaries and wages than in the numbers employed may again be stated.—(1) the concentration of workers still existing in the more highly paid heavy manufacturing industries, in spite of the declines which preceded and followed the cessation of hostilities, and also in spite of continued industrial disputes, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944, (3) the progressive up-grading of employees as they gained experience in their work, (4) the granting of higher wage-rates in numerous cases, and (5) reductions in the numbers and proportions of women workers. As a result of these various factors, the average weekly earnings have advanced by over 31 per cent in the case of those reported in the eight leading industries, and by 30.4 per cent in the case of the nine major industrial divisions.

It is worthy of note that despite the recession in employment in the production of munitions which followed the cessation of hostilities, and the serious losses resulting from the many important strikes recently in effect, employment in manufacturing as a whole showed a rise of 12.1 per cent at October 1 as compared with June 1, 1941, since when the reported payrolls have risen by 42.8 per cent. In the non-manufacturing industries taken as a unit, the increase in employment from the com-

TABLE I.—INDEX OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Oct. 1, 1943.....	122.6	150.8	31.53	137.7	171.9	32.37
Oct. 1, 1944.....	120.0	151.0	32.36	133.2	169.2	33.02
Oct. 1, 1945.....	110.5	137.8	32.08	112.1	140.4	32.54
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.43
Mar. 1.....	109.4	137.3	32.44	108.7	135.3	32.43
April 1.....	110.6	139.1	32.48	110.1	138.7	32.82
May 1.....	110.9	137.6	32.05	110.8	137.1	32.24
June 1.....	111.3	136.6	31.68	109.9	134.3	31.83
July 1.....	113.7	141.9	32.25	111.4	138.5	32.37
Aug. 1.....	113.2	143.1	32.64	109.6	137.5	32.66
Sept. 1.....	114.9	145.6	32.72	111.4	140.1	32.71
Oct. 1.....	116.5	149.5	33.13	112.1	142.8	33.18
Nov. 1.....						
Dec. 1.....						

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at October 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at October 1, 1946, and September 1, 1946, with Comparative Figures for October 1, 1945. Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at Oct. 1, 1946	Aggregate Weekly Payrolls at Oct. 1, 1946	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Oct. 1, 1946	Sept 1, 1946	Oct. 1, 1945	Oct. 1, 1946	Sept 1, 1946	Oct. 1, 1945	Sept 1, 1946	Oct. 1, 1946	Oct. 1, 1945
(a) PROVINCES		\$	\$	\$							
Maritime Provinces.....	136,343	4,145,290	30.40	29.86	30.18	115.9	112.8	111.9	160.9	153.6	154.7
Prince Edward Island.....	2,881	81,127	28.16	26.72	26.76	130.5	136.7	116.0	167.8	166.8	146.6
Nova Scotia.....	78,185	2,375,465	30.38	29.79	30.83	110.5	106.3	110.6	148.3	139.9	151.4
New Brunswick.....	55,277	1,688,698	30.55	30.15	29.35	124.4	122.4	114.1	182.3	176.9	160.8
Quebec.....	552,207	17,703,442	32.06	31.76	30.94	117.2	115.3	111.3	156.7	152.7	144.1
Ontario.....	742,311	24,771,342	33.37	32.98	32.39	110.8	109.2	105.1	136.1	132.7	125.7
Prairie Provinces.....	221,638	7,539,855	34.02	33.52	32.56	125.6	126.3	114.9	161.3	159.8	142.5
Manitoba.....	101,364	3,437,915	33.92	33.29	32.38	123.2	121.8	113.2	157.4	152.8	138.3
Saskatchewan.....	44,039	1,458,369	33.12	32.79	31.34	123.0	123.2	111.9	156.6	155.5	138.7
Alberta.....	76,235	2,643,571	34.68	34.21	33.52	130.3	134.2	119.1	169.6	172.1	150.7
British Columbia.....	168,174	6,166,609	36.67	35.91	35.31	132.5	131.1	129.1	170.9	165.7	161.3
CANADA.....	1,820,673	60,326,538	33.13	32.72	32.08	116.5	114.9	110.5	149.5	145.6	137.8
(b) CITIES											
Montreal.....	271,667	8,921,991	32.84	32.39	32.09	122.7	122.4	116.6	157.3	154.6	146.9
Quebec City.....	25,548	727,985	28.49	28.23	28.84	106.0	105.2	119.8	144.0	141.5	164.8
Toronto.....	237,238	7,924,276	33.40	33.16	32.56	116.2	115.1	113.0	144.2	142.0	137.1
Ottawa.....	23,907	699,202	29.25	28.84	28.47	119.5	117.7	103.7	151.2	147.0	127.8
Hamilton.....	46,902	1,526,216	32.54	32.62	32.82	87.8	87.5	104.0	104.1	104.0	123.8
Windsor.....	31,663	1,137,105	35.91	37.33	39.74	99.9	101.2	70.9	95.0	100.1	74.6
Winnipeg.....	65,963	2,027,078	30.73	30.63	29.56	127.3	125.5	115.2	153.7	151.0	134.3
Vancouver.....	74,083	2,538,278	34.26	33.19	33.61	143.1	141.8	147.5	185.4	177.9	187.7
Halifax.....	22,083	661,379	29.95	29.25	28.69	125.7	125.8	137.1	164.5	160.6	173.0
Saint John.....	13,078	392,567	30.02	28.83	28.28	124.3	121.5	117.2	172.4	161.8	157.3
Sherbrooke.....	9,838	280,637	28.53	28.04	26.79	109.0	109.6	102.1	149.5	147.9	130.5
Three Rivers.....	10,282	328,920	31.99	31.92	28.75	124.3	124.6	109.0	153.8	153.9	121.3
Kitchener-Waterloo.....	15,056	464,870	30.88	30.63	29.98	100.6	100.1	111.6	136.5	134.7	147.0
London.....	24,086	755,505	31.37	30.84	30.19	135.0	132.9	114.5	165.7	160.4	136.7
Fort William-Port Arthur.....	10,529	386,697	36.73	35.63	36.45	74.6	74.4	76.3	102.3	99.1	103.9
Regina.....	10,921	326,534	29.90	29.76	28.15	120.1	118.4	113.4	155.4	152.6	139.2
Saskatoon.....	7,501	226,511	30.20	29.28	27.43	150.4	155.0	130.4	206.2	205.9	162.3
Calgary.....	20,010	649,706	32.47	32.12	31.24	126.0	124.8	113.0	156.4	153.2	136.2
Edmonton.....	18,580	575,737	31.02	30.46	30.01	134.8	144.5	127.9	171.5	180.4	158.8
Victoria.....	12,914	402,557	31.17	31.63	32.20	150.8	148.5	158.2	187.5	187.3	204.0
(c) INDUSTRIES											
Manufacturing.....	988,963	32,816,247	33.18	32.71	32.54	112.1	111.4	112.1	142.8	140.1	140.4
Durable Goods.....	439,428	15,567,927	35.43	34.65	35.57	103.2	104.2	108.1	129.7	128.1	137.1
Non-Durable Goods.....	525,354	16,326,892	31.08	30.82	29.61	120.0	117.7	116.3	157.8	153.4	145.0
Electric Light and Power.....	24,181	921,428	38.11	37.48	37.14	126.4	128.8	106.9	148.3	148.7	122.9
Logging.....	72,176	2,203,794	30.53	31.87	27.48	150.7	122.2	96.6	230.9	195.5	179.1
Mining.....	72,836	2,931,610	40.25	39.12	39.08	87.1	87.9	81.0	111.2	109.0	100.4
Communications.....	40,779	1,348,617	33.07	32.34	31.76	156.3	157.3	127.0	189.8	186.9	143.9
Transportation.....	170,601	7,084,562	41.53	39.86	39.12	134.8	133.0	128.8	171.0	161.9	156.9
Construction and Maintenance.....	194,773	6,249,701	32.09	32.17	30.58	109.3	109.6	89.7	152.9	153.7	120.4
Services.....	59,493	1,283,853	21.58	21.05	20.16	136.6	139.0	122.8	183.1	181.7	154.7
Trade.....	221,052	6,408,154	28.99	29.05	27.35	125.4	122.5	112.6	154.6	151.3	130.9
Eight Leading Industries.....	1,820,673	60,326,538	33.13	32.72	32.08	116.5	114.9	110.5	149.5	145.6	137.8
Finance.....	77,278	2,750,154	35.59	34.95	34.08	128.3	127.3	115.4	158.3	154.3	136.4
Total—Nine Leading Industries.....	1,897,951	63,076,692	33.23	32.81	32.16	117.0	115.4	110.7	149.9	145.9	137.7

*This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments, and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

mencement of the record of payrolls to October 1 amounted to 15.9 per cent and that in the aggregate weekly salaries and wages, to 58.3 per cent. The relatively larger gains in the non-manufacturing classes generally reflect a situation greatly at variance with that existing during the war.

A comparison with the data reported a year ago shows no general change at the date under review in the level of employment in manufacturing, in which, however, there was an increase of 1.7 per cent in the aggregate salaries and wages, and of two per cent in the average earnings. Among the non-manufacturing industries taken as a unit, there has been a gain of 7.1 per cent in employment in the 12 months, accompanied by that of 17.9 per cent in the indicated weekly payrolls. The average earnings of the persons reported in this category have risen by 5.1 per cent.

In regard to the marked variations in the average earnings of workers in the different

industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of outstanding importance.

Sex Distribution of Persons in Recorded Employment

There was a substantial increase in employment for workers of both sexes at October 1, as compared with September 1, according to data compiled from 16,190 employers in the eight leading industries. The gain among men

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1930.....	116.2	116.2	.....	.....	.....	113.0	114.6	130.0	.....	.....	.....	112.1
Oct. 1, 1931.....	103.9	102.6	.....	.....	.....	101.6	99.3	129.1	.....	.....	.....	95.9
Oct. 1, 1932.....	86.7	84.9	.....	.....	.....	85.8	86.1	94.6	.....	.....	.....	82.1
Oct. 1, 1933.....	90.4	90.9	.....	.....	.....	89.1	89.6	98.7	.....	.....	.....	85.6
Oct. 1, 1934.....	100.0	103.1	.....	.....	.....	86.0	104.8	95.7	.....	.....	.....	95.4
Oct. 1, 1935.....	106.1	112.9	.....	.....	.....	103.1	108.1	102.7	.....	.....	.....	106.0
Oct. 1, 1936.....	110.1	117.9	.....	.....	.....	106.0	112.6	108.6	.....	.....	.....	108.1
Oct. 1, 1937.....	125.7	134.9	100.6	132.7	159.5	127.3	130.4	107.6	99.2	120.4	112.2	117.9
Oct. 1, 1938.....	116.7	114.5	106.6	124.4	102.8	121.6	115.8	113.2	100.1	142.0	114.2	111.3
Oct. 1, 1939.....	121.7	117.9	103.2	130.5	130.4	126.4	121.4	116.4	104.9	134.7	121.8	118.7
Oct. 1, 1940.....	136.2	128.2	132.5	138.8	115.2	142.8	140.9	118.1	108.7	124.6	128.4	127.8
Oct. 1, 1941.....	165.8	175.4	121.1	194.8	154.6	173.9	172.2	134.3	129.2	128.7	146.1	149.4
Oct. 1, 1942.....	181.3	185.2	106.7	211.6	167.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Oct. 1, 1943.....	187.5	190.8	125.5	218.4	159.8	203.0	187.2	146.4	139.2	137.1	163.5	197.4
Oct. 1, 1944.....	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	140.1	162.1	185.6
Oct. 1, 1945.....	168.7	170.5	124.2	185.7	153.9	175.0	169.6	147.4	141.1	142.6	160.2	174.2
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Mar. 1.....	167.0	164.4	125.1	172.1	157.0	171.8	173.6	145.3	139.7	135.7	160.0	156.4
April 1.....	168.9	168.8	127.5	173.0	166.0	172.5	175.5	146.8	141.5	136.3	161.6	160.7
May 1.....	169.3	167.8	133.7	176.1	159.2	170.3	176.7	149.1	142.4	143.3	163.0	163.9
June 1.....	169.9	172.9	132.2	180.4	165.7	174.8	178.4	153.3	144.3	149.4	169.6	139.3
July 1.....	173.6	176.0	136.0	184.1	168.2	175.4	179.6	158.2	148.4	153.3	176.3	162.2
Aug. 1.....	172.8	168.4	142.4	177.1	158.8	177.5	174.8	161.0	150.4	156.5	179.9	170.4
Sept. 1.....	175.5	171.9	146.4	178.4	165.1	181.4	176.1	162.0	151.9	157.0	180.5	176.9
Oct. 1.....	177.9	176.7	139.8	185.5	167.8	184.4	178.7	161.1	153.6	156.7	175.3	178.7
Relative Weight of Employment by Provinces and Economic Areas as at October 1, 1946.....	100.0	7.5	.2	4.3	3.0	30.3	40.8	12.2	5.6	2.4	4.2	9.2

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)
(The latest figures are subject to revision)

Industries	Relative Weight	Oct. 1 1946	Sept. 1 1946	Oct. 1 1945	Oct. 1 1939
Manufacturing.....	54.3	188.3	187.2	188.3	119.7
Animal products—edible.....	2.7	242.2	252.0	238.8	151.2
Fur and products.....	0.2	166.8	160.7	146.7	110.3
Leather and products.....	1.8	157.6	156.4	142.5	119.5
Boots and shoes.....	1.1	145.3	144.0	132.0	120.3
Lumber and products.....	4.2	139.3	142.2	126.4	91.1
Rough and dressed lumber.....	2.4	118.6	122.7	107.2	83.0
Furniture.....	0.8	157.9	157.4	134.7	86.0
Other lumber products.....	1.0	192.1	193.9	191.0	121.7
Musical instruments.....	0.1	38.5	38.3	32.1	58.2
Plant products—edible.....	4.2	226.7	202.4	203.2	160.3
Pulp and paper products.....	5.8	167.2	167.3	148.1	111.8
Pulp and paper.....	2.6	153.4	155.2	134.8	101.5
Paper products.....	1.1	250.3	244.0	225.5	138.3
Printing and publishing.....	2.1	157.7	157.7	139.8	116.0
Rubber products.....	0.8	113.8	110.6	173.2	114.7
Textile products.....	7.9	165.2	161.1	159.0	126.5
Thread, yarn and cloth.....	2.9	169.0	161.7	158.5	135.0
Cotton yarn and cloth.....	1.1	107.0	96.0	107.5	102.7
Woolen yarn and cloth.....	0.8	189.4	188.5	168.7	147.3
Artificial silk and silk goods.....	0.7	714.1	710.2	622.8	443.5
Hosiery and knit goods.....	1.3	157.5	157.0	148.8	127.5
Garments and personal furnishings.....	2.8	163.7	159.8	163.7	121.0
Other textile products.....	0.9	169.7	169.7	161.9	115.8
Tobacco.....	0.6	124.4	121.0	126.3	99.1
Beverages.....	0.9	312.0	308.9	283.7	186.9
Chemicals and allied products.....	2.2	315.4	317.2	363.6	170.5
Clay, glass and stone products.....	1.0	160.2	163.9	145.6	97.8
Electric light and power.....	1.3	189.4	193.0	160.2	141.7
Electrical apparatus.....	2.2	270.1	268.1	266.5	136.1
Iron and steel products.....	14.4	194.2	195.8	215.0	101.5
Crude, rolled and forged products.....	1.4	182.4	184.5	228.8	145.3
Machinery (other than vehicles).....	1.4	237.8	234.2	213.7	119.9
Agricultural implements.....	0.8	166.0	160.8	140.3	51.2
Land vehicles and Aircraft.....	5.5	161.8	164.8	161.2	88.4
Automobiles and parts.....	1.9	236.0	240.3	171.3	114.7
Steel shipbuilding and repairing.....	1.3	475.1	477.1	876.3	74.7
Heating appliances.....	0.3	194.6	193.2	178.4	139.5
Iron and steel fabrication (n.e.s.).....	0.6	181.1	181.7	235.5	120.8
Foundry and machine shop products.....	0.5	215.3	216.6	198.3	114.6
Other iron and steel products.....	2.6	217.1	219.4	241.5	113.7
Non-ferrous metal products.....	2.2	285.2	287.5	295.5	164.9
Non-metallic mineral products.....	0.9	217.6	220.2	217.0	163.6
Miscellaneous.....	0.9	281.5	286.2	297.6	150.3
Logging.....	4.0	238.5	193.5	205.2	115.6
Mining.....	4.0	154.4	155.7	143.6	170.3
Coal.....	1.4	93.8	92.8	90.4	92.2
Metallic ores.....	1.9	262.0	266.4	236.7	352.0
Non-metallic minerals (except coal).....	0.7	197.2	202.4	184.1	150.7
Communications.....	2.2	151.9	152.9	123.4	87.5
Telegraphs.....	0.4	137.7	139.6	136.5	101.4
Telephones.....	1.8	155.0	155.8	119.5	83.7
Transportation.....	9.4	133.2	131.4	127.3	94.8
Street railways and cartage.....	3.2	219.0	214.8	197.5	133.9
Steam railways.....	4.8	110.5	110.3	110.5	84.3
Shipping and stevedoring.....	1.4	113.8	108.9	107.6	91.2
Construction and Maintenance.....	10.7	151.9	152.3	124.7	131.5
Building.....	4.0	164.8	165.6	122.1	82.0
Highway.....	4.5	202.0	199.0	155.8	245.3
Railway.....	2.2	91.7	94.9	99.2	75.3
Services.....	3.3	235.3	239.3	209.9	136.1
Hotels and restaurants.....	2.2	238.6	245.8	208.3	131.2
Personal (chiefly laundries).....	1.1	228.7	226.6	213.0	144.6
Trade.....	12.1	196.7	192.1	176.5	138.6
Retail.....	8.8	203.8	197.4	182.4	142.6
Wholesale.....	3.3	179.9	179.8	162.6	127.8
Eight Leading Industries.....	100.0	177.9	175.5	168.7	121.7
Finance.....	148.9	147.8	134.0	131.1	131.1
Banks and Trust Companies.....	150.3	150.4	137.1	131.1	131.1
Brokerage and Stock Market Operations.....	245.8	247.7	191.7	191.7	191.7
Insurance.....	141.3	138.4	126.5	126.5	126.5
Nine Leading Industries.....	176.5	174.2	167.0	167.0	167.0

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

amounted to 16,276, or 1.2 per cent and that among women, to 7,908, or two percent. The general increase was 24,184, or 1.3 per cent. As already stated, the expansion was seasonal in character, heightened activity in logging and transportation accounting for most of the advance among men, while that among women took place to a considerable extent in vegetable food and textile factories. Employment for workers of both sexes in trade was decidedly higher, the gain likewise being seasonal.

Firms in the nine leading industries reported the addition of 24,761 workers to their forces since September 1; of these, 16,490 were men, and 8,271 were women, there being an increase of 1.1 per cent among the former sex, and of 1.9 per cent among women. The ratios in this group of industries were 768 men and 232 women per 1,000 employees as compared with 770 and 230 per 1,000, respectively, a month earlier.

As compared with October 1, 1945, there was a reduction of 15,200, or 3.3 per cent, in the

TABLE V.—SEX DISTRIBUTION OF WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE NINE MAJOR INDUSTRIAL GROUPS, AS AT OCTOBER 1, SEPTEMBER 1, AUGUST 1, MAY 1 AND APRIL 1, 1946

Geographical and Industrial Unit	Oct 1, 1946 ²				Sept. 1, 1946		Aug 1, 1946		May 1, 1946		April 1, 1946	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES												
Maritime Provinces.....	119,484	21,011	85.0	15.0	84.8	15.2	84.8	15.2	84.9	15.1	84.7	15.3
Prince Edward Island.....	2,404	794	75.2	24.8	75.3	24.7	74.4	25.6	69.8	30.2	69.7	30.3
Nova Scotia.....	69,414	11,041	86.3	13.7	86.1	13.9	86.1	13.9	86.4	13.6	85.9	14.1
New Brunswick.....	47,666	9,176	83.9	16.1	83.7	16.3	83.6	16.4	83.7	16.3	84.0	16.0
Quebec.....	437,019	136,438	76.2	23.8	76.3	23.7	76.4	23.6	74.5	25.5	74.6	25.4
Ontario.....	579,711	198,196	74.5	25.5	74.9	25.1	74.8	25.2	74.8	25.2	74.6	25.4
Prairie Provinces.....	183,163	49,558	78.7	21.3	78.7	21.3	79.0	21.0	77.8	22.2	77.8	22.2
Manitoba.....	81,704	24,658	76.8	23.2	76.8	23.2	77.2	22.8	75.5	24.5	75.7	24.3
Saskatchewan.....	37,314	9,542	79.6	20.4	79.7	20.3	80.4	19.6	78.5	21.5	77.9	22.1
Alberta.....	64,145	15,358	80.7	19.3	80.7	19.3	80.5	19.5	80.4	19.6	80.3	19.7
British Columbia.....	138,639	34,732	80.0	20.0	79.8	20.2	80.4	19.6	81.3	18.7	81.0	19.0
Canada.....	1,458,016	439,935	76.8	23.2	77.0	23.0	77.0	23.0	76.4	23.6	76.3	23.7
(b) CITIES												
Montreal.....	198,884	88,868	69.1	30.9	70.0	30.0	70.2	29.8	68.2	31.8	67.7	32.3
Quebec.....	19,055	7,748	71.1	28.9	71.1	28.9	71.4	28.6	70.6	29.4	70.5	29.5
Toronto.....	166,754	87,827	65.5	34.5	66.0	34.0	65.7	34.3	65.4	34.6	65.4	34.6
Ottawa.....	17,911	9,702	64.9	35.1	65.3	34.7	64.5	35.5	63.5	36.5	63.5	36.5
Hamilton.....	33,509	14,695	69.5	30.5	70.0	30.0	70.5	29.5	72.9	27.1	72.2	27.8
Windsor.....	29,964	5,359	83.4	16.6	83.5	16.5	83.9	16.1	85.1	14.9	84.9	15.1
Winnipeg.....	48,402	21,533	69.2	30.8	69.0	31.0	69.7	30.3	67.7	32.3	67.9	32.1
Vancouver.....	55,815	21,573	72.1	27.9	71.7	28.3	71.3	28.7	71.7	28.3	71.4	28.6
Halifax.....	16,061	6,022	72.7	27.3	73.1	26.9	73.3	26.7	75.1	24.9	75.9	24.1
Saint John.....	9,442	3,636	72.2	27.8	70.9	29.1	71.4	18.6	73.2	26.8	74.4	25.6
Sherbrooke.....	6,148	3,690	62.5	37.5	62.7	37.3	63.3	36.7	62.9	37.1	62.2	37.8
Three Rivers.....	7,795	2,487	75.8	24.2	76.6	23.4	75.7	24.3	72.5	27.5	72.4	27.6
Kitchener-Waterloo.....	9,973	5,083	66.2	33.8	66.4	33.6	66.8	33.2	68.3	31.7	68.1	31.9
London.....	16,496	7,590	68.5	31.5	69.3	30.7	69.6	30.4	68.1	31.9	67.2	32.8
Ft. William-Pt. Arthur.....	8,596	1,573	85.1	14.9	85.0	15.0	84.9	15.1	84.4	15.6	83.3	16.7
Regina.....	6,678	4,243	61.1	38.9	61.2	38.8	63.4	36.6	62.5	37.5	61.3	38.7
Saskatoon.....	5,521	1,980	73.6	26.4	72.5	27.5	72.8	27.2	70.0	30.0	69.1	30.9
Calgary.....	15,109	4,901	75.5	24.5	75.7	24.3	75.3	24.7	74.3	25.7	73.9	26.1
Edmonton.....	12,817	5,743	69.1	30.9	69.9	30.1	69.8	30.2	68.2	31.8	67.3	32.7
Victoria.....	9,542	3,372	73.9	26.1	74.3	25.7	73.6	26.4	75.2	24.8	74.8	25.2
(c) INDUSTRIES												
Manufacturing.....	750,468	238,495	75.9	24.1	76.4	23.6	76.8	23.2	76.3	23.7	75.9	24.1
Durable Goods ¹	387,891	51,537	88.3	11.7	88.4	11.6	88.4	11.6	88.0	12.0	87.8	12.2
Non-Durable Goods.....	340,956	184,988	64.9	35.1	65.5	34.5	65.9	34.1	65.1	34.9	64.6	35.4
Electric Light and Power.....	21,621	2,560	89.4	10.6	89.6	10.4	89.5	10.5	88.5	11.5	88.2	11.8
Logging.....	70,888	1,288	98.2	1.8	98.1	1.9	98.0	2.0	98.5	1.5	98.4	1.6
Mining.....	71,108	1,728	97.6	2.4	97.5	2.5	97.5	2.5	97.7	2.3	97.7	2.3
Communications.....	18,471	22,308	45.3	54.7	45.6	54.4	45.5	54.5	45.8	54.2	45.6	54.4
Transportation.....	158,931	11,670	93.2	6.8	93.0	7.0	93.0	7.0	92.9	7.1	92.5	7.5
Construction and Maintenance.....	191,318	3,455	98.2	1.8	98.1	1.9	98.1	1.9	97.7	2.3	97.5	2.5
Services.....	27,153	32,340	45.6	54.4	45.9	54.1	44.6	55.4	44.5	55.5	44.5	55.5
Trade.....	128,485	92,567	58.1	41.9	58.0	42.0	58.5	41.5	59.6	40.4	57.1	42.9
Eight Leading Industries.....	1,416,822	403,851	77.8	22.2	78.0	22.0	78.1	21.9	77.5	22.5	77.4	22.6
Finance.....	41,194	36,084	53.3	46.7	53.5	46.5	51.5	48.5	51.3	48.7	51.2	48.8
Total—All Industries.....	1,458,016	439,935	76.8	23.2	77.0	23.0	77.0	23.0	76.4	23.6	76.3	23.7

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power. ² The October data are subject to revision.

reported number of women in the nine major industrial divisions, together with an increase of 117,200, or 8·7 per cent, in the number of men. The ratios per 1,000 persons in recorded employment had then been 747 in the case of men, and 253 in the case of women. The employment of women had reached its highest point at October 1, 1944, when such workers had constituted 261 per 1,000 persons reported in the eight leading industries, and 271 per 1,000 in the nine major industrial divisions. The completion or the curtailment of war

work has obviously been of the greatest importance in the declines since indicated in the numbers and the ratios of women workers, and this factor, together with the marked expansion in the non-manufacturing industries which followed the termination of the war, has resulted in a lower proportion of women in recorded employment at October 1, 1946, than at that date in any other of the five years in which periodical surveys of sex distribution have been made.

Report on Employment Conditions, November, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian Labour Market by occupational group, while the second section gives a more detailed analysis of employment conditions by region.

EMPLOYMENT prospects pointed decidedly downward during November. Further slackening of seasonal industries resulted in a steady influx of unskilled and semi-skilled workers into employment offices. Recruits for woods labour were obtained with comparatively little difficulty. Pent-up consumer demand will continue to add buoyancy to employment opportunities in manufacturing firms but prolongation of the United States coal strike may severely affect production. The accelerated activity of the Christmas season will alleviate the immediate unemployment problem. Positions available at National Employment Service dropped 12 per cent during the four-week period and at November 21 there were 119,256 unfilled vacancies¹ available in non-agricultural occupations. Unplaced applicants², on the other hand, moved upward and at the November date numbered 141,256. By region, the brunt of unemployment is falling most heavily in the Pacific, Maritime, and Prairie regions where industrial activity depends largely upon the seasonal industries.

Table I shows labour demand and supply by main occupational group and by sex as at November 21, 1946. Table II presents a

monthly comparison of total labour demand and supply. Table III shows unfilled vacancies classified by main industry group and by sex, as at November 21, 1946, with absolute and percentage changes in total demand during the last month.

Clerical Workers—The existing shortage of qualified help may be seriously aggravated by the withdrawal of married women when the 1947 income tax regulations come into force. One employment office deterred the proposed withdrawal of several married women by showing the slight difference in payments which would result in their respective cases. Labour needs for clerical help rose during November due to the pending replacement requirements, additional help for the year-end closing of books, and the heightened Christmas activity. For the employer's part, the chief obstacles deterring placements are that applicants are married, in the older-age bracket, and lack sufficient experience. On the other hand, many applicants feel that the salary range is too low for the qualifications requested. There were 6,648 clerical workers required at November 21, while unplaced applicants numbered 19,137 (8,597 male and 10,540 female). Stenographers and typists required totalled 2,240 with available supply slightly in excess of this number. Vacancies are centred largely in Quebec and Ontario while elsewhere there has been a growing unemployment problem.

Sales Workers—Activity in retail stores should reach an all-time high during the Christmas season with the more plentiful supply of consumer goods available at this time. Employment offices report that the pressure of labour requirements is considerably less than in the past few years due to the general staff expansion of retail establishments during 1946. Temporary needs are being met by the absorption of married women and high-school students on a part-time basis. Permanent sales positions in rural areas are difficult to fill as applicants are reluctant to leave the larger

¹ *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated.

² *Unplaced Applicants* are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred but whose placement has not been confirmed.

centres. Sales work on commission is obtainable but applicants generally prefer a stated salary basis. Orders for sales workers increased by almost one-third during the four-week period ending November 21 to total 5,371 at that date. Available labour supply continues to exceed vacancies with the number of unplaced applicants totalling 9,613 at Nov. 21.

Service Workers—A gradual improvement in the labour-tight service trades has been evident during November. With fewer jobs available for women, applicants are more readily accepting waitress, char service, and household work. An influx of farm help following the completion of the harvest season has somewhat eased the domestic situation. Placing of these workers, however, is largely on a short-time basis. The training of "Home-Aides" is continually advocated by the Employment Service but the response received by applicants has been limited. A persistent core of applications from elderly and handicapped persons

continues among the male applicants with proportionately few suitable jobs available. At November 21, there were 11,661 service positions on file with available supply numbering 13,195. Women workers, however, accounted for almost 80 per cent of demand but only 40 per cent of the unplaced applicants.

Skilled and Semi-Skilled Workers

With the slump in seasonal activity during the winter months, a greater proportion of the labour needs tends to be concentrated in skilled and semi-skilled occupations. The availability of skilled tradesmen in many cases determines the extent to which unskilled jobs are placed on the labour market. The current consumer's resistance to certain high-priced classes of goods may result in production set-backs shortly. Practically all occupational groups reported a contraction of vacancies with pronounced declines evident in construc-

TABLE I—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX AS AT NOVEMBER 21, 1946

(Excluding Agriculture)

Occupational Group	UNFILED VACANCIES			UNPLACED APPLICANTS		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,683	599	2,282	4,411	739	5,150
Clerical Workers.....	1,822	4,826	6,648	8,597	10,540	19,137
Sales Workers.....	2,014	3,357	5,371	4,642	4,971	9,613
Service Workers.....	2,499	9,162	11,661	7,978	5,217	13,195
Fishermen.....	91	.....	91	499	.....	499
Skilled and Semi-skilled Workers.....	52,598	8,602	61,200	36,530	5,021	41,551
Food and Kindred Products.....	322	.....	322	580	.....	580
Textiles, Clothing, etc.....	989	6,764	7,753	556	2,217	2,773
Lumber and Wood Products.....	39,284	.....	39,284	3,427	.....	3,427
Electrical.....	154	.....	154	1,164	.....	1,164
Mining.....	1,487	.....	1,487	572	.....	572
Construction.....	4,316	.....	4,316	5,571	.....	5,571
Metalworking.....	1,656	139	1,795	7,050	563	7,613
Other Skilled and Semi-skilled Workers.....	4,390	1,699	6,089	17,610	2,241	19,851
Unskilled Workers.....	17,929	14,074	32,003	46,241	5,870	52,111
Total.....	78,636	40,620	119,256	108,898	32,358	141,256

TABLE II—UNFILED VACANCIES AND UNPLACED APPLICANTS BY MONTH

(Excluding Agriculture)

Date	UNFILED VACANCIES			UNPLACED APPLICANTS		
	Male	Female	Total	Male	Female	Total
Nov. 24, 1944.....	117,351	45,036	162,387	42,678	29,399	72,077
Nov. 23, 1945.....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21, 1945.....	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21, 1946.....	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21, 1946.....	43,824	34,362	78,186	214,867	48,348	263,215
April 25, 1946.....	57,706	41,075	98,781	201,282	46,469	247,751
May 23, 1946.....	66,327	44,980	111,307	169,956	41,788	211,744
June 20, 1946.....	65,857	48,562	114,419	147,594	38,261	185,855
July 25, 1946.....	63,913	42,408	106,321	130,200	35,101	165,301
Aug. 22, 1946.....	66,896	45,569	112,465	113,052	32,489	145,541
Sept. 19, 1946.....	89,241	46,362	135,603	111,146	30,829	141,975
Oct. 24, 1946.....	94,550	41,556	136,106	102,596	31,978	134,574
Nov. 21, 1946.....	78,636	40,620	119,256	108,898	32,358	141,256

tion, mining, and seasonal unskilled work. Vacancies for loggers were cancelled as employment quotas were unexpectedly filled. The number of skilled and semi-skilled workers required at November 21 was 61,200 with applicants registered totalling 41,551.

Textile Workers—A current "buyers' strike" against certain types of high-priced clothing apparel may result in a considerable contraction of employment in textile plants during the next few months. Lack of orders together with persistent material shortages are currently obstructing activity in this industry. Orders

for skilled textile workers dropped during November while unplaced applicants remained practically unchanged in number. Demand for textile help totalled 7,753 with 2,773 applicants available. Over 50 per cent of demand was in Quebec.

Lumber and Woods Products Workers—A large supply of woods workers has been obtained with surprisingly little difficulty. Estimates indicate that the present level of woods employment is well above that attained at this time last year. Demand will remain relatively high, however, due to

TABLE III—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT NOVEMBER 21, 1946

(Excluding Agriculture)

Industry	Male	Female	Total	Change from October 24, 1946	
				Absolute	Per- centage
LOGGING—					
Pulpwood.....	33,553	4	33,557	- 7,090	-17.5
Lumber.....	5,483	9	5,492	- 1,744	-24.1
Other logging.....	420		420	+ 42	+11.1
Total.....	39,456	13	39,469	- 8,792	-18.2
MINING—					
Coal.....	1,049		1,049	- 567	-35.1
Metallic ores—					
Iron.....	39		39	- 4	- 9.3
Gold.....	978	3	981	- 684	-41.1
Nickel.....	169		169	- 152	-47.4
Copper.....	204		204	- 182	-47.2
Other metallic ores.....	54	2	56	- 27	-32.5
Non-metallic.....	231	4	235	- 154	-39.6
Prospecting and oil producing.....	55	3	58	+ 14	+31.8
Total.....	2,779	12	2,791	- 1,756	-38.6
MANUFACTURING—					
Food and kindred products (including tobacco).....	1,805	2,678	4,483	- 1,308	-22.6
Textiles and apparel.....	1,880	11,177	13,057	- 343	- 2.6
Lumber and finished lumber products.....	2,148	308	2,456	- 518	-17.4
Pulp and paper products (including printing).....	1,174	1,627	2,801	- 358	-11.3
Chemicals and allied products.....	416	445	861	- 68	- 7.3
Petroleum and coal products.....	133	18	151	+ 45	+42.5
Rubber products.....	329	323	652	+ 66	+11.3
Leather and leather products.....	392	867	1,259	- 368	-22.6
Stone, clay and glass products.....	440	57	497	- 228	-31.5
Iron and steel and products.....	1,195	491	1,686	- 91	- 5.1
Non-ferrous metals and products.....	605	805	1,410	- 118	-11.5
Machinery.....	1,027	1,120	2,147	+ 57	+ 2.7
Automobile and equipment.....	342	80	422	+ 204	+93.6
Other transportation equipment.....	499	60	559	+ 25	+ 4.3
Other manufacturing.....	406	677	1,083	- 312	-22.4
Total.....	12,791	20,233	33,024	- 3,365	- 9.3
CONSTRUCTION.....	8,554	43	8,597	- 2,412	-21.9
TRANSPORTATION.....	2,400	107	2,507	- 916	-26.8
COMMUNICATIONS AND OTHER PUBLIC UTILITIES.....	1,252	659	1,911	- 169	- 8.1
TRADE—					
Wholesale.....	1,409	639	2,048	- 120	- 5.5
Retail.....	2,673	6,657	9,330	+ 2,168	+30.3
Total.....	4,082	7,296	11,378	+ 2,048	+22.0
FINANCE, INSURANCE, REAL ESTATE.....	1,106	1,052	2,158	- 162	- 7.0
SERVICE—					
Public.....	2,326	613	2,939	+ 170	+ 6.1
Domestic.....	151	3,345	3,496	- 187	- 5.1
Personal.....	1,071	4,371	5,442	- 856	-13.6
Custom and repair.....	1,245	228	1,473	- 101	- 6.4
Other service.....	1,301	2,560	3,861	- 292	- 7.0
Total.....	6,094	11,117	17,211	- 1,266	- 6.9
GRAND TOTAL.....	78,514	40,532	119,046	-16,790	-12.4

the normal heavy labour turnover and the opening up of camps now inaccessible. Employment offices report that some employers are becoming more selective in their demands and consequently vacancies are more difficult to fill. Vacancy reporting on the Western coast slackened somewhat due to the approaching Christmas shut-down. Saw-mill activity is experiencing its usual seasonal decline and in some cases workers are being absorbed into the logging industry. There were 38,183 vacancies for skilled and semi-skilled loggers at November 21 as compared with 45,508, four weeks earlier.

Miners—Employment prospects in the mining industry contracted sharply during November. Labour disputes continue to disrupt activity in British Columbia and strike action is pending in Quebec. Exploration work has largely ceased for the year involving a considerable decline in job opportunities. In addition, vacancies were cancelled as workers who had accepted seasonal agricultural and construction work returned to the mines for the winter season. The apprenticeship classes to train coal miners have been very satisfactorily meeting the needs for certificated coal miners. At November 21, there were 1,487 skilled and semi-skilled miners required while unplaced applicants numbered 572. Demand for coal miners accounted for almost 60 per cent of the number needed.

Construction Workers—Although construction activity in many sections of the country is continuing at a fair rate of progress, demand for additional construction workers took a sharp fall. Material shortages and inclement weather conditions are the main problems presently confronting the construction industry. However, winter activity will continue in buildings closed in before the setting in of severe winter weather. Lay-offs to date have been largely in the unskilled

class. Vacancies available for skilled and semi-skilled construction workers numbered 4,316. For the first time in several months, available labour supply exceeded the number required. At November 21, unplaced construction workers totalled 5,571.

Miscellaneous Workers—A further scaling down in applications for metal-work was evident in November with the ratio of applications to vacancies now approximating four to one. Unplaced metal-workers at November 21 totalled 7,613. Qualified automobile mechanics and bodymen remain in short supply. The employment situation in laundries eased somewhat due in some cases to an improved wage scale. Demand for female spotters and finishers totalled 476 at November 21 with available supply at that date numbering 329.

Unskilled Workers

The impact of seasonal slackening fell to a greater extent on job openings for unskilled workers than on skilled tradesmen. Employment prospects in canning factories receded sharply in November. Winter weather conditions impeded activity in the transportation industry, resulting in a sharp drop in vacancies. The result of seasonal influences in the mining and construction industries has been a growing emphasis on skilled workers, with relatively few openings for unskilled labour. However, vacancies continue plentiful for unskilled women workers. There is an urgent need for female factory workers, packers, wrappers, and messenger girls. Total demand for unskilled labour dropped from 39,245 to 32,003 during the four weeks, while unplaced applicants increased by 7 per cent to total 52,111 at November 21. The situation for women alone presents a decidedly different picture with labour needs totalling approximately 15,000, exceeding available supply by 8,000.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from National Employment Service Offices across Canada. The report covers employment conditions during the month ended November 22, 1946.

Maritime Region

The winter lull in employment is commencing. Labour demand has fallen steadily during November in every industrial classification except trade, which is showing the usual seasonal stimulation. The lumber industry is the chief outlet for workers from

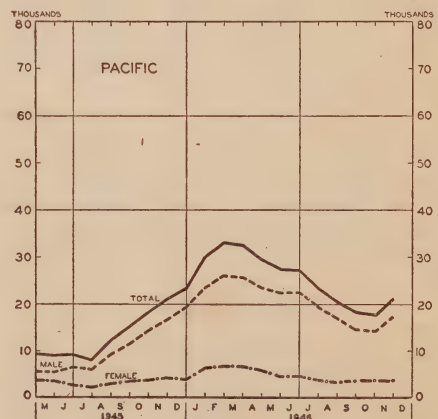
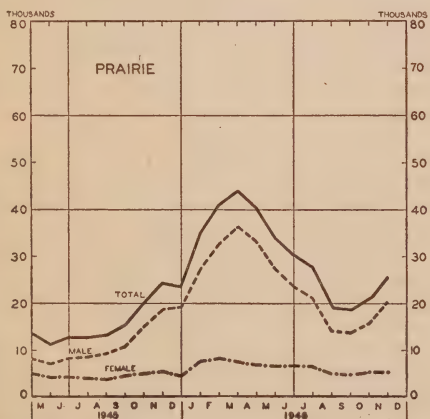
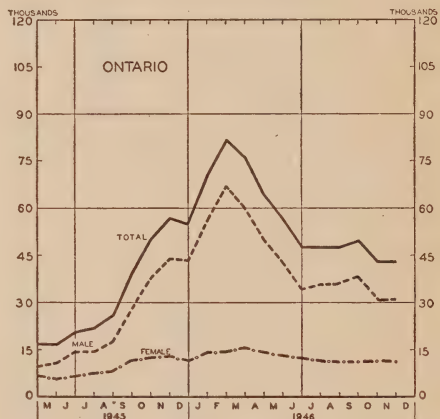
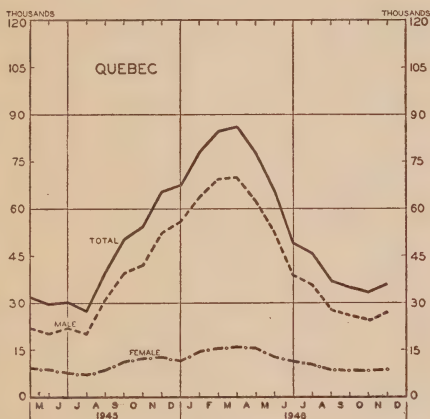
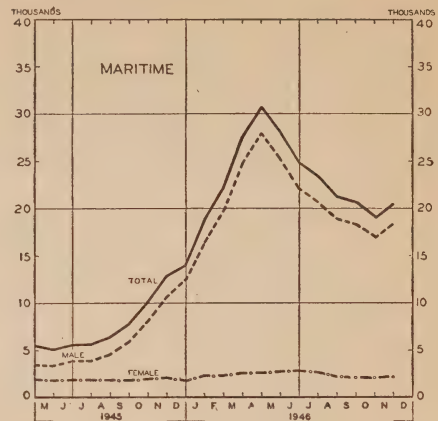
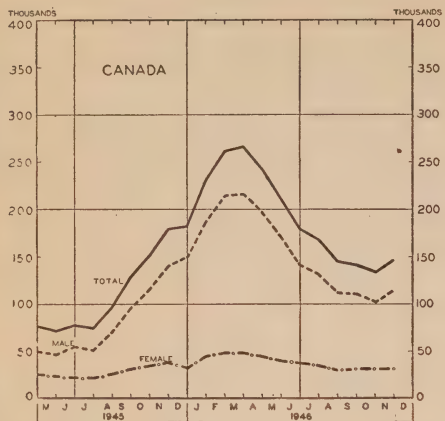
temporary summer employment in agriculture and fishing. The burden of chronic unemployment remains relatively the heaviest of all regional unemployment.

Agriculture—All fall farm work has been completed. More land than in previous years has been turned in fall ploughing, pointing to greater production next fall.

Many farmers and farm workers have found employment in woods work for the winter months.

The transfer of Polish war veterans to Maritime farms has proven very satisfactory; 199 Poles were allotted to the region.

REGIONAL UNPLACED APPLICANTS

AS REPORTED BY THE
NATIONAL EMPLOYMENT SERVICE

SOURCE: UIC 75-8 AT MONTH'S END

RESEARCH AND STATISTICS BRANCH - DEPT. OF LABOUR - CHART M-1-C-3

Logging—Reports indicate increased activity in the logging industry. Local labour supply is meeting demand in most places at present, but movement of workers through clearance will start on a large scale shortly.

Experienced woodsmen can be placed with no difficulty, but some operators hesitate to hire inexperienced men. Undoubtedly a larger number of men will be absorbed in this industry as more camps will open soon and the usual labour turnover will begin. The supply of woodsmen appears far greater than was expected and should enable a record cut this season.

Mining—The coal industry reports a slight gain in production. First-class miners are still required. Operations in New Brunswick strip mines continue at 100 per cent capacity. Output will probably exceed that of 1945.

New apprenticeship classes at the Dominion Coal Co. will begin within the next few weeks, absorbing 150 men. The progress of the classes now in training is very encouraging.

Manufacturing—A serious shortage of electrical power is affecting manufacturing at Campbellton and Yarmouth, and heavy rains are needed urgently. The Dominion Steel & Coal Corporation at Sydney has released 100 men on superannuation. It is reported that an additional 200 men will be laid off shortly, affecting workers who were hired as wartime replacements. The Pictou foundry is reducing employment because of a lack of orders. Wooden shipbuilding yards have a large backlog of orders on hand, and require ship's carpenters and shipwrights. Labour turnover is heavy in fish packing plants.

Construction—Building construction has progressed where materials and skilled labour have been available. Recent weather has been favourable, but winter conditions will soon restrict activity. A shortage of bricklayers in the Halifax area has caused the lay-off of carpenters and labourers.

Transportation—The ports of Halifax and Saint John are preparing for a busy season as shipments of ocean-going freight, particularly grain, will be heavy. Sufficient manpower will be available to handle the traffic.

Quebec Region

Unplaced applicants took a slight upward turn at the end of November for the first time since March. However, Quebec remains the only region where vacancies exceed applicants in both male and female categories. The chief problem is one of fitting workers and jobs together.

Agriculture—Farming in the region now is on a winter basis. Fall ploughing is almost

over, and farmers are leaving for work in the woods in increasing numbers.

The first draft of Polish veterans has been placed. The second draft has arrived and will be cleared shortly. Orders exceed the men available.

Logging—The cutting season has been excellent so far, not much rain and very little snow. However, in the swamps and low lands little cutting can be done until frost sets in.

The industry has passed the 25 per cent mark of its production objective. The supply of manpower for bushwork has exceeded all expectations this year. Employment now totals about 80,000, which is a marked increase over previous years.

Mining—At this time of year it is customary for miners to return from temporary summer outdoor jobs to their former employment in the mines. Thus the labour supply should improve shortly for this industry.

No settlement has as yet been reached in the strike in the Noranda mines. Until further developments only experienced miners are being referred to mining areas. Housing accommodation remains a problem.

Manufacturing—The employment situation is not bright as many industries are slowing down because of a lack of orders or lack of materials. However, firms dependent on steel and its products are gradually returning to normal. In the radio field, shortage of parts is blocking production and temporary lay-offs may become necessary. The general scarcity of electrical supplies is also an impediment in many other fields such as engine manufacturing.

While primary textiles show an increase in production and employment, there is evidence that the secondary textile industry has passed its peak of activity, and a recession may be expected. Buyers are cancelling orders for the first time in a long period. This is especially marked in the higher-price dress trade. The fur industry has also run into a totally unexpected period of slackness and some firms may close between December and February.

Plywood manufacturing is rapidly growing in importance and new plants have been established in several districts.

Construction—Construction activity continues unabated. All construction tradesmen are fully employed with the exception of painters, who are affected by seasonal conditions. Unskilled labourers are in great demand and numerous orders remain unfilled. Many important new projects, chiefly industrial, are contracted and under way.

Transportation—Port activity is tremendous as the seasonal closing of navigation is imminent. More freight handlers and stevedores are currently employed than is normal for this time of year.

Labourers on railway maintenance work are being released.

Ontario Region

As materials flow to industry with the resumption of strike-bound production, demand for labour should increase. Firms are re-calling staff previously laid off but it will be January before full recovery is evident. Currently, there is a general shortage of women workers, the situation being most acute in Toronto (12,000 vacancies, 600 applicants), Kitchener and Galt.

Agriculture—Mild weather this year has enabled farmers to accomplish more fall work than usual. Almost 700 Polish veterans have been placed in Ontario farms. Applications continue to pour in, far outnumbering the men available. The immigrants appear to be a very good type and are meeting with general approval. They show anxiety to learn the language and the ways of the country, and a great deal of favourable comment about them has been received.

There is still a demand for married couples, and this would be much larger if better housing accommodation existed on the farms.

Logging—The continuous good weather has given timber operators an excellent start in production and the logging industry is nearing its employment peak. The supply of manpower improved greatly this year and the number of loggers is almost sufficient to meet requirements. The demand for pulpwood cutters is very great, however. Large-scale operators still need men to fill their original orders as well as to cover the tremendous turnover of labour.

Sawmill activity has ceased and sawmill workers have gone into bushwork for the winter.

Mining—Labour demand in the gold mining industry is restricted to the local supply of workers; miners and mine beginners are needed.

In the base metal industry an order for 300 process labourers has been filled, but miners or physically-fit men willing to become miners can still be placed in large numbers.

Exploration work has in general ended until spring, but shaft sinking and substantial trench work is anticipated early next year.

Manufacturing—The ending of seasonal activity has released additional labour with the result that demand for factory workers has declined noticeably over the past month.

Vacancies for heavy labour also have decreased sharply. Production in previously strike-bound plants is getting back to normal, although some plants indirectly affected have yet to regain full production. Shortages of basic materials are causing serious bottlenecks in some areas and it is estimated that capacity production will not be reached until January.

Small lay-offs in the paint industry have resulted from the lack of oils and pigments essential to production. Shortage of cotton yarn is curtailing textile output in some areas, accordingly easing the acute scarcity of workers. The furniture industry, however, is expanding with the improvement in local lumber supplies.

Construction—While residential and industrial construction work is slackening in the northern section, there is every indication that demand for bricklayers, carpenters and construction labourers will continue in the remainder of the region. Work on numerous projects now under way will be in progress throughout the winter. The limited supply of certain building materials is interfering with construction schedules. Principal shortages are brass pipe, soil pipe fittings, hardware and window sash.

Prairie Region

The Prairie region registered the sharpest jump in unplaced applicants of all regions during November. Its seasonal fluctuations are naturally wider because the economy depends so heavily on primary industry. Substantial migration of seasonal workers to other regions occurs at this time of year.

Agriculture—The demand for farm labour is fairly light throughout the region. Most applicants are in the older age brackets and are thus often not acceptable to employers. Younger farm workers prefer employment in the woods or other industries for the winter. However, vacancies are usually filled with no great difficulty.

The first group of Polish veterans has reached the distribution centres at Winnipeg and Lethbridge. The men are creating a most favourable impression.

Logging—There has been a very brisk movement of men to logging camps in the eastern section of the region, the high wages being a great attraction. Several operators report that employment is well above the level of last year, and a sharp downward revision in orders has occurred in some areas. The industry still needs a great number of workers, however, to take care of replacements and to supply camps which will open shortly, having been inaccessible during the freeze-up period.

Logging in Alberta districts is in full swing, and favourable weather conditions will result in the prompt absorption of any surplus workers.

Mining—Gold mines at present require only experienced miners, but once transportation by air is resumed to northern areas mine labourers will be in demand.

The base metal mining industry needs workers in several skilled and semi-skilled classifications. Labour turnover has fallen off markedly. The base metal industry of British Columbia was actively recruiting workers in Alberta during the recent period, but their orders now have been filled.

Alberta coal mines still report vacancies for certificated miners. Lack of housing is a great barrier to placements. Mines in the Estevan area are fully staffed, however; present wage rates start at 92 cents per hour for common labour.

Manufacturing—Some meatpacking plants have begun seasonal lay-offs earlier than in previous years, because of the shortage of cattle and hog shipments. Larger sash and door factories report an improvement in the glass supply situation, as shipments are being received in small quantities. At Regina the glass shortage is still serious, but now that construction is almost at a standstill, manufacturers will be able to accumulate a reserve of supplies before spring.

Construction—Despite lay-offs because of seasonal inactivity, employment in private, industrial and public construction still remains at a reasonably high level. Work is continuing in places where weather permits and the supply of building materials, although not ample, will suffice. Otherwise, structures are being housed in and there will be no work done on them until spring. Municipal public works are at a standstill and will remain so until spring.

Transportation—There is a growing activity along the waterfront at the Lakehead. Arrivals of package freight and the departure of flour have added to the grain traffic.

At several regional points track maintenance workers have been released but at other centres demand continues. Aeroplane service to the north has been suspended until the winter flying season commences.

Pacific Region

The dependence of the Pacific region on industry which has a marked seasonal movement in employment is especially noticeable in November. Immigrants from the Prairies swell the labour force most importunately during the winter, which is the period of

inactivity. This has a deadening influence on any buoyancy in the labour market, and a marked increase in the regional labour surplus is apparent.

Agriculture—The placement of Polish veterans has greatly relieved the demand for dairy workers throughout the region. These men, being a very desirable type, were well received and should give satisfaction to the farmers employing them.

Harvesting throughout the region now is over after a very heavy season. Good weather and sufficient labour enabled the harvesting of the large crop without loss.

Logging—Labour demand in the logging industry is slackening, in view of the approaching Christmas shutdown. Most companies will endeavour to maintain their present crews, thus avoiding the expense of bringing new men into the woods. There are still orders for highly-skilled men on hand, which it is impossible to fill at the present time. Labour turnover is decreasing.

In the Duncan area heavy snows have blocked operations, but camps expect to re-open soon. Loggers have transferred to sawmill work for the present.

Mining—The coal mining industry continues to report a shortage of certificated miners. In the Nanaimo area, a tight housing situation retards placement progress. In general, the coal mining labour situation is gradually improving.

Only a few gold producers have completed negotiations for wage adjustments and there is little indication of any immediate settlement of the dispute. In the Whitehorse district, claim purchases in a recently-discovered area are causing great activity. All seasonal placer operations in this territory have closed until spring.

The base metal industry at Trail has cancelled all its orders in clearance at Prairie points and will not require any more unskilled labour for the rest of the winter.

Manufacturing—Metal and engineering plants are gaining activity as steel supplies improve. They are starting the production of new equipment for the lumber industry. Several New Westminster companies are developing export markets for lumber and logging machinery. As materials become more plentiful, these plants will increase their demands for machinists and unskilled workers.

Shipbuilding employment in Vancouver is gradually mounting with the improvement in steel supplies. Approximately 1,900 men are now working at Burrard Drydock as compared with 1,500 at the steel strike low point. In Victoria, the industry is slack. Reports forecast a lay-off of 150 men.

Construction—Construction work still is seriously hampered because of material shortages. Adverse weather conditions have also slowed up progress. However, first-class tradesmen such as carpenters, bricklayers, and cement finishers continue to be in short supply.

Transportation—Orders for railroad section hands can be filled without difficulty as other employment is not available. This is also true of labour for the Alaska Highway.

Crews for three ships were supplied at Vancouver recently. Towboat masters and mates are not readily available, and certified diesel engineers are still in demand.

Applications for Employment; Vacancies and Placements; October, 1946

DURING the five-week period September 27 to October 31, 1946, reports received from the National Employment Service Offices of the Unemployment Insurance Commission showed a gain of 1.8 per cent in the daily average of placements effected when compared with the preceding four-week period and a loss of 36.8 per cent in comparison with the five weeks September 28 to November 1, 1945. Under the first comparison except for declines in agriculture, public utilities operation, trade and fishing, all industrial groups recorded increases, the greatest being in forestry and logging. When compared with the corresponding period a year ago, except for a gain in agriculture all industrial groups recorded losses, the most pronounced being a substantial decline in manufacturing and moderate decreases in forestry and logging, construction, public utilities operation, trade and services.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at the National Employment Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies in relation to applications took a downward trend while that of placements followed an upward course. The ratio of vacancies to each 100 applications was 111.3 during the five weeks ending October 31, 1946, in contrast with 119.2 in the previous four weeks and 83.9 during the corresponding five weeks a year ago.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the period September 27 to October 31, 1946, was 7,149 in comparison with 7,750 in the preceding four weeks and 8,189 during the five weeks September 28 to November 1, 1945. The average number of applications for employment received daily during the period under review was 6,426 in contrast with 6,502 in the previous four weeks and 9,754 during the same period last year. The average number of placements made daily by the offices during the period ending

October 31, 1946, was 3,207, of which 2,947 were in regular employment and 260 in work of one week's duration or less in comparison with a daily average of 3,149 during the previous period. Placements during the five weeks September 28 to November 1, 1945, averaged 5,076 daily consisting of 4,894 in regular employment and 182 in casual work.

During the five weeks September 27 to October 31, 1946, the offices referred 145,207 persons to vacancies and effected a total of 92,992 placements. Of these the placements in regular employment were 85,464 of which 65,393 were of males and 20,071 of females, while placements in casual work totalled 7,528. The number of vacancies reported by employers was 150,505 for males and 56,823 for females, a total of 207,328, while applications for work numbered 186,357 of which 134,543 were from males and 51,814 from females. Reports for the five weeks September 27 to October 31, 1946, showed 207,328 positions available, 186,357 applications made and 92,992 placements effected, while in the five weeks September 28 to November 1, 1945, there were recorded 237,505 vacancies, 282,877 applications for work and 147,197 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year, from January 1936, to date.

Year	PLACEMENTS		
	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,690,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (44 weeks).....	665,617	59,983	725,600

Nova Scotia and Prince Edward Island

Positions offered through National Employment Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending

October 31, 1946, numbered 258 daily compared with 233 in the previous period and 311 during the five weeks ending November 1, 1945. The average number of placements registered daily was 171 in comparison with 149 in the preceding period and 213 during the corresponding five weeks of last year. A fairly substantial reduction in manufacturing together with moderate losses in public utilities operation, trade, services and mining accounted for the decline in placements from the period ending November 1 a year ago. These decreases were somewhat modified by an appreciable gain in agriculture. Placements by industries included: agriculture 1,552; services 919; construction 822; manufacturing 763; trade 510; public utilities operation 187, and forestry and logging 134. There were 3,750 men and 1,013 women placed in regular employment.

New Brunswick

Employment opportunities as indicated by orders listed at Employment Offices in New Brunswick during the period under review, showed a daily average of 213 in contrast with 195 in the preceding four weeks and 317 during the period terminating November 1 a year ago. There was a daily average of 91 placements in comparison with 89 in the previous four weeks and 148 during the period September 28 to November 1, 1945. Placements were fewer than those during the five weeks terminating November 1 last year, the largest decrease being in manufacturing followed by moderate losses in trade services, public utilities operation, construction, and forestry and logging. In the remaining groups, a moderate improvement in agriculture was the most significant. Placements by industrial divisions numbered: services 528; construction 510; trade 399; agriculture 356; manufacturing 346; public utilities operation 295 and forestry and logging 157. Regular placements totalled 1,941 of men and 496 of women.

Quebec

Orders received at Employment Offices in the province of Quebec during the five weeks ending October 31, 1946, called for an average of 1,738 workers daily as compared with 1,955 in the preceding period and 2,150 during the corresponding five weeks a year ago. Placements recorded a daily average of 614, in contrast with 598 in the previous period and 990 during the five weeks ending November 1 last year. The reduction in placements from the period ending November 1, 1945, was chiefly attributable to a pronounced decrease in forestry and logging supplemented by fairly

substantial declines in manufacturing and construction and a loss much smaller in volume in mining. In addition, a moderate decrease was shown in trade but was partly offset by gains in public utilities operation and agriculture. Industries in which employment was secured for more than 500 workers included: manufacturing 5,973; services 3,145; construction 2,909; forestry and logging 1,738; public utilities operation 1,724; trade 1,288 and mining 592. Placements in regular employment numbered 13,597 of men and 3,565 of women.

Ontario

There was a decrease in the average number of positions available daily at Employment Offices in Ontario during the period terminating October 31, 1946; there being 3,127 in comparison with 3,284 in the preceding four weeks and 3,498 during the period September 28 to November 1, a year ago. The average number of placements effected daily was 1,256 during the five weeks under review, as compared with 1,251 in the previous period and 2,322 during the corresponding five weeks of 1945. All industrial groups showed reductions in placements when compared with the period terminating November 1 last year, the most outstanding loss being in manufacturing followed by substantial declines in services, public utilities operation, construction and trade and a fairly substantial decrease in forestry and logging, and moderate losses in finance and insurance, mining and agriculture. Industrial divisions in which most of the placements were effected were: manufacturing 13,418; services 7,085; construction 5,604; trade 4,065; public utilities operation 2,236; forestry and logging 2,002; mining 1,121; finance and insurance 465, and agriculture 428. There were 25,854 men and 8,506 women placed in regular employment.

Manitoba

The demand for workers on a daily average as indicated by vacancies listed at Employment Offices in Manitoba during the five weeks under review, was 375 as compared with 427 in the previous period and 364 during the five weeks September 28 to November 1, 1945. There was a daily average of 219 placements in contrast with 214 in the preceding period and 268 during the five weeks ending November 1 last year. The loss in placements from the corresponding period a year ago, was mainly due to a fairly large decrease in manufacturing augmented by moderate declines in public utilities operation, construction and trade. Of the changes in all other groups, a moderate gain in mining was the most important.

(Continued on page 1826)

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 27 TO
OCTOBER 31, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island.....	1,465	243	1,038	838	1,566	13	1,096
Charlottetown.....	501	194	568	467	420	12	820
Summerside.....	964	49	470	371	1,146	1	276
Nova Scotia.....	6,013	2,569	7,860	6,506	3,197	194	11,391
Amherst.....	102	35	233	169	54		300
Bridgewater.....	122	56	160	203	69		206
Dartmouth.....	191	152	261	159	82	12	241
Digby.....	35	27	132	17	13		375
Glace Bay.....	125	93	504	420	131	1	715
Halifax.....	2,196	1,080	2,452	1,942	939	23	2,509
Inverness.....	54	36	129	68	19		252
Kentville.....	625	390	311	307	523	4	197
Liverpool.....	75	109	171	101	59		123
New Glasgow.....	520	53	883	1,079	434	35	2,098
New Waterford.....	241	35	207	184	47		209
North Sydney.....	61	22	223	130	50	15	261
Pictou.....	39	5	161	52	26		388
Springhill.....	30	1	74	43	20		187
Sydney.....	402	62	922	726	265	98	1,749
Sydney Mines.....	70	4	202	215	66		508
Truro.....	1,070	355	532	603	368	6	177
Yarmouth-Shelburne.....	46	54	303	88	32		926
New Brunswick.....	6,180	4,642	6,667	4,001	2,437	209	6,743
Bathurst.....	453	321	207	43	9	7	791
Campbellton.....	604	551	376	350	76	31	685
Edmundston.....	474	658	295	227	224		106
Fredericton.....	436	359	327	293	176	2	209
Minto.....	170	228	105	141	105		69
Moncton.....	1,729	1,291	2,334	1,211	658	79	1,446
Newcastle.....	126	142	353	78	20		741
Saint John.....	1,385	560	2,227	1,322	764	84	2,440
St. Stephen.....	144	267	172	123	82		136
Sussex.....	181	49	112	87	67	6	68
Woodstock.....	478	216	159	126	256		52
Quebec.....	50,411	50,762	43,575	28,942	17,162	655	33,333
Acton Vale.....	78	90	81	70	92		46
Asbestos.....	244	143	71	59	55		67
Baie St. Paul.....	142	71	112	106	86		31
Beauharnois.....	227	67	257	209	182		163
Buckingham.....	238	136	374	218	209		239
Causapscal.....	635	918	43	6	6		171
Chaudler.....	1,243	874	45	9	3		227
Chicoutimi.....	2,325	2,104	410	230	138	1	327
Coaticook.....	147	105	98	111	47		47
Cowansville.....	117	75	119	100	96		38
Dolbeau.....	1,591	1,499	43	14	12		28
Drummondville.....	795	162	947	774	571		421
East Angus.....	77	61	108	55	48		46
Farnham.....	105	100	77	50	38		69
Granby.....	325	353	351	228	181		116
Hull.....	385	425	705	390	188		1,032
Joliette.....	416	324	390	321	136		455
Jonquiere.....	160	72	252	72	54		336
Lachute.....	219	150	210	157	79		208
La Malbaie.....	853	520	175	122	108		69
La Tuque.....	591	2,688	218	113	57		210
Levis.....	155	162	492	108	80		1,033
Louiseville.....	114	30	301	93	95		96
Magog.....	155	57	133	148	81		56
Matane.....	808	1,422	87	51	55		64
Megantic.....	149	87	179	84	75		73
Mont Laurier.....	66	82	119	104	101		28
Montmagny.....	54	20	136	47	49		125
Montreal.....	16,637	19,888	22,175	15,030	7,109	610	12,831
Plessisville.....	68	98	53	39	27		61
Port Alfred.....	110	391	50	21	11		70
Quebec.....	2,621	1,735	5,226	2,529	1,342	1	6,700
Richmond.....	53	68	68	44	27	3	42
Rimouski.....	1,978	4,271	496	328	316		123
Riviere du Loup.....	2,851	2,715	115	19	11		277
Roberval.....	821	1,087	44	30	19		43
Rouyn.....	809	603	505	422	202		293
Ste. Agathe.....	421	357	146	132	111		44
Ste. Anne de Bellevue.....	70	21	88	47	47		104
Ste. Therese.....	638	359	396	257	316		171
St. Georges de Beauce.....	114	487	67	79	71		152
St. Hyacinthe.....	422	533	326	224	142	1	236
St. Jean.....	1,039	442	1,016	979	728		153

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 27 TO
OCTOBER 31, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Jerome.....	307	135	348	258	200		254
St. Joseph d'Alma.....	67	24	155	53	57	5	198
Shawinigan Falls.....	187	185	606	322	280		881
Sherbrooke.....	1,018	326	892	876	614	34	259
Sorel.....	480	99	458	210	142		507
Thetford Mines.....	162	51	294	203	118		311
Three Rivers.....	690	169	1,151	615	351		2,927
Val d'Or.....	4,618	3,224	948	866	878		109
Valleyfield.....	1,082	357	903	870	675		646
Victoriaville.....	554	340	421	439	382		120
Ontario	90,672	57,188	66,025	56,936	34,360	2,065	44,490
Amprior.....	211	761	204	198	183		28
Barrie.....	462	272	237	214	122		154
Bellefleur.....	378	202	431	490	167		486
Bracebridge.....	384	212	390	329	331		120
Brampton.....	196	141	151	146	114	5	41
Brantford.....	946	438	882	587	336	24	335
Brockville.....	334	106	430	391	290		97
Carleton Place.....	288	9	138	279	271		52
Chatham.....	1,158	345	1,004	952	833	8	346
Cobourg.....	121	31	171	128	102		77
Collingwood.....	69	27	186	98	69		250
Cornwall.....	1,063	143	1,911	1,189	933	18	1,001
Dunnville.....	117	58	135	99	73		69
Fergus.....	74	46	57	60	36		13
Fort Erie.....	200	62	256	245	135	3	237
Fort Frances.....	623	865	295	313	251		65
Fort William.....	2,066	1,850	1,056	837	654	6	813
Galt.....	621	598	249	230	152		107
Gananoque.....	82	12	85	79	67	5	44
Goderich.....	160	125	145	123	65	3	53
Guelph.....	871	348	884	850	554		277
Hamilton.....	3,878	1,607	5,570	4,491	1,677	277	5,531
Hawkesbury.....	138	55	201	115	55	1	185
Ingersoll.....	89	70	66	80	44	4	27
Kapuskasing.....	2,005	1,628	90	77	307	1	46
Kenora.....	108	834	156	97	100		137
Kingston.....	1,140	335	1,180	1,249	788	13	559
Kirkland Lake.....	700	693	847	718	439	19	278
Kitchener-Waterloo.....	2,203	1,416	804	1,017	569	19	246
Leamington.....	154	48	277	187	111	3	127
Lindsay.....	92	48	125	111	95	1	132
Listowel.....	68	114	87	90	54	2	48
London.....	3,497	1,820	2,460	2,635	1,264	209	765
Midland.....	115	51	159	114	79		169
Napanee.....	133	70	153	141	96		113
Newmarket.....	265	205	165	115	25		161
New Toronto.....	1,273	755	1,213	730	579		400
Niagara Falls.....	1,026	270	912	934	620	1	346
North Bay.....	1,221	785	1,175	1,155	981	84	168
Orangeville.....	68	40	70	97	56	1	38
Orillia.....	332	131	492	440	324	3	350
Oshawa.....	1,306	453	1,712	1,307	879	1	1,796
Ottawa.....	2,612	1,494	3,668	2,689	1,215	1	3,201
Owen Sound.....	411	255	302	331	212	1	114
Paris.....	67	69	64	69	52		28
Parry Sound.....	229	58	184	172	201		82
Pembroke.....	440	436	410	283	213		248
Perth.....	181	109	304	195	156	16	66
Peterborough.....	1,044	438	946	1,135	694		392
Pictou.....	97	22	116	99	84		39
Port Arthur.....	4,607	5,288	1,390	1,082	1,107		885
Port Colborne.....	280	99	221	140	77	6	252
Port Hope.....	101	53	88	95	54		29
Prescott.....	97	52	87	62	55		108
Renfrew.....	192	78	186	199	134		123
St. Catharines.....	1,466	257	1,771	1,455	811	47	1,235
St. Thomas.....	856	753	438	386	207		194
Sarnia.....	574	187	558	526	377		213
Sault Ste. Marie.....	504	2,238	1,087	352	325		1,061
Simcoe.....	578	309	311	309	311	3	87
Sioux Lookout.....	207	181	51	46	100		44
Smiths Falls.....	219	50	255	244	181		204
Stratford.....	719	330	572	600	412	84	175
Sturgeon Falls.....	377	148	324	306	251		43
Sudbury.....	5,381	3,055	1,816	1,781	1,421	62	923
Tilsonburg.....	115	79	50	49	38		14
Timmins.....	4,385	2,355	1,721	1,556	1,365	47	763
Toronto.....	27,435	16,965	13,823	13,454	6,674	903	7,835

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 27 TO
OCTOBER 31, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto Junction.....	3,239	1,983	1,177	1,279	582	22	690
Trenton.....	135	169	180	238	117		128
Walkerton.....	189	208	119	93	45		114
Wallaceburg.....	207	26	763	145	106		271
Welland.....	948	361	995	882	490		836
Weston.....	696	351	728	582	384		365
Windsor.....	1,566	232	3,883	2,055	993	155	7,328
Woodstock.....	283	321	228	308	145		133
Manitoba	10,880	4,560	12,711	10,993	4,860	1,494	8,328
Brandon.....	785	357	713	744	453	3	325
Dauphin.....	195	158	327	311	104	9	250
Flin Flon.....	334	97	286	304	204	7	41
Portage la Prairie.....	155	104	293	217	114		283
Selkirk.....	97	54	124	103	75		73
The Pas.....	91	56	142	108	103	1	78
Winnipeg.....	9,222	3,734	10,826	9,206	3,807	1,474	7,298
Saskatchewan	6,914	2,862	8,972	7,181	3,185	695	4,758
Estevan.....	170	93	216	195	181		60
Moose Jaw.....	671	228	1,015	921	420	34	652
North Battleford.....	118	107	275	125	37		263
Prince Albert.....	806	559	1,052	861	408	45	892
Regina.....	2,608	565	3,196	3,011	1,348	438	925
Saskatoon.....	1,341	563	2,419	1,540	561	165	1,479
Swift Current.....	189	76	187	150	67		142
Weyburn.....	207	122	172	127	76	8	82
Yorkton.....	804	649	440	251	87	5	263
Alberta	13,450	5,313	13,270	11,298	7,124	983	5,984
Black Diamond.....	29	6	59	24	24		66
Blairmore.....	212	216	132	113	111		36
Calgary.....	4,279	979	5,026	4,300	2,783	375	2,681
Drumheller.....	541	424	245	181	165		97
Edmonton.....	6,180	2,299	6,267	5,267	2,973	582	2,367
Edson.....	609	487	117	93	166		63
Lethbridge.....	763	373	784	778	511	22	394
Medicine Hat.....	423	232	394	334	210	4	185
Red Deer.....	414	297	246	208	181		95
British Columbia	21,343	6,579	26,239	18,512	11,573	1,220	18,003
Chilliwack.....	666	88	641	563	582	44	175
Courtenay.....	220	220	120	52	63		104
Cranbrook.....	181	134	206	214	165		57
Dawson Creek.....	521	89	405	403	477		40
Duncan.....	465	123	206	207	177		83
Fernie.....	72	128	27	22	28		16
Kamloops.....	343	122	321	274	251		85
Kelowna.....	168	130	165	151	98		72
Nanaimo.....	295	162	262	238	203		154
Nelson.....	346	122	373	336	277		157
New Westminster.....	1,487	444	1,863	1,577	862	55	1,572
North Vancouver.....	478	79	695	377	253		776
Penticton.....	228	121	248	238	149	6	120
Port Alberni.....	487	166	374	368	218		124
Prince George.....	997	207	959	1,014	963	3	122
Prince Rupert.....	125	50	178	87	67		243
Princeton.....	110	18	150	121	135	3	48
Trail.....	405	203	502	429	383		354
Vancouver.....	11,336	3,225	15,063	9,675	4,602	995	11,575
Vernon.....	334	109	369	324	263		162
Victoria.....	1,921	603	2,389	1,743	1,285	111	1,900
Whitehorse.....	111	36	123	99	72	3	64
Canada	207,328	134,818	186,357	145,207	85,464	7,528	134,126
Males.....	150,505	93,219	134,543	102,171	65,393	2,628	102,517
Females.....	56,823	41,599	51,814	43,036	20,071	4,900	31,609

ant. Placements by industrial groups numbered: services 1,788; manufacturing 1,502; trade 1,029; construction 901; public utilities operation 501; mining 334 and agriculture 162. Regular placements totalled 3,472 of men and 1,388 of women.

Saskatchewan

Opportunities for employment as reported at Employment Offices in Saskatchewan during the period ending October 31, 1946, numbered 238 daily as compared with 247 in the preced-

ing four weeks and 214 during the corresponding period of 1945. Placements showed a daily average of 134, in comparison with 120 in the previous four weeks and 162 during the period September 28 to November 1 a year ago. Placements by industrial groups showed small variation from the five weeks ending November 1 last year, the most significant changes being moderate declines in manufacturing, construction, public utilities operation, agriculture and trade and a gain in services. Placements by industries included: services 1,288; trade 878; construction 631; manufacturing 541; public utilities operation 231 and agriculture 181. Placements in regular employment totalled 2,174 of men and 1,011 of women.

Alberta

Vacancies listed at Employment Offices in Alberta during the five weeks terminating October 31, 1946, called for a daily average of 464 workers, as compared with 460 in the previous period and 417 during the five weeks September 28 to November 1 a year ago. The average number of placements recorded daily was 280 during the period under review, in contrast with 269 in the preceding four weeks and 286 during the period terminating November 1 last year. When comparing placements by industrial groups with the corresponding five weeks of 1945, the most favourable change was a fairly substantial increase in agriculture, but this was largely

offset by decreases in construction, public utilities operation, manufacturing and trade. Placements by industries included: agriculture 2,016; services 1,898; manufacturing 1,353; trade 820; construction 815; mining 539; public utilities operation 327, and forestry and logging 288. There were 5,723 men and 1,401 women placed in regular employment.

British Columbia

During the period under review, the daily average of positions offered through employment offices in British Columbia was 736, in comparison with 949 in the four weeks ending September 26, and 919 during the corresponding period of 1945. Placements, likewise, decreased under both comparisons, the daily average being 441, in contrast with 459 in the previous four weeks and 687 during the period ending November 1 a year ago. Manufacturing and forestry and logging were largely responsible for the total reduction in placements from the five weeks ending November 1 last year, although fairly large declines were reported in public utilities operation and construction and moderate decreases in mining, trade and services. Industrial divisions in which the majority of placements were effected were: manufacturing 3,129; services 2,945; construction 2,246; trade 1,679; public utilities operation 1,202; forestry and logging 1,103; finance and insurance 190; mining 155 and agriculture 136. Regular placements totalled 8882 of men and 2,691 of women.

Labour Law

Labour Legislation in New Brunswick and Prince Edward Island in 1946

New Brunswick

THE New Brunswick Legislature in 1946 enacted new laws governing factories, and stationary engineers and steam boilers, and amended acts relating to workmen's compensation, early closing of shops and vocational education. The legislative session lasted from March 5 to April 17 when it was adjourned. It was formally prorogued on November 12,

Factories and Mercantile Establishments

The new Factories Act applies to "factories", which includes laundries and dry cleaning establishments, as formerly, and also, except for the purpose of certain sections which will be noted later, hotels, restaurants, mercantile establishments, places of amusement and office buildings. The Act does not apply to any premises or place where one or more persons are employed in mining.

Every operator of a factory is responsible for the observance of the Act. One or more factory inspectors must be appointed, one of whom is to be designated Chief Inspector.

Children and Young Persons

The minimum age of 14 applied to factories in 1943, now applies to any establishment covered by the Act. The Minister of Labour may, however, give written permission for employment below 14. The section was revised which provided for the individual liability of the employer in case of injury or death caused by accident in a factory to a person unlawfully employed to restrict the application of the section to a child unlawfully employed, and to stipulate that the compensation payable in such a case is to be reckoned as to an adult.

A new section requires every operator, when requested by the Chief Inspector, to produce a birth certificate or affidavit of age of any child or young person employed. The provision was dropped which made liable to a penalty the parent of a child or young person employed in contravention of the Act unless such employment was without the consent, connivance or wilful default of the parent.

The Minister may prohibit the employment of young persons under 18 where he deems it

dangerous or injurious to their health or welfare. Previously, he could prohibit their employment if he considered the work dangerous or unwholesome.

Hours of Work

Maximum hours of work are unchanged from the Act of 1943. Women and young persons in factories, laundries and dry cleaning establishments may not be employed more than nine hours in a day and 54 in a week except with the written authority of the Minister. However, a different apportionment may now be made of daily hours in order to secure a shorter day on Saturday. These hours provisions do not apply to hotels, restaurants, shops, places of amusement or office buildings.

Another section, applying to all establishments under the Act, forbids the employer, as before, to cause or permit an employee to work longer than six hours without an interval for food and rest, except a shift worker employed on a shift of eight hours or less. Formerly, this section required a full hour's interval to be given but as revised it requires a "suitable period". In case of dispute as to a suitable period the Minister may fix the duration of such period and the time at which it is to be taken.

Health and Safety

Rules for health which apply to all establishments under the Act require, as previously, cleanliness, and 300 cu. ft. of air space for each employee. The section requiring employers to provide chairs or seats now applies to all employees and not only to women as before. The type of seat is to be determined by the Chief Inspector. New sections require provision of toilet rooms of a type approved by the Chief Inspector, and a supply of safe drinking water. Where the Minister considers it necessary, there must also be properly equipped wash-rooms, and accommodation for street clothing, and for work clothes which must be dried or kept separate from street clothes owing to the presence of poisonous, infectious or irritating materials.

The following new sections apply to fac-

tories, laundries and dry cleaning establishments only. Where the inspector finds a factory to be heated, lighted or ventilated in a manner which he believes injurious to the health, welfare or convenience of employees, or finds there a condition which he considers is causing or may tend to cause any disease among the employees, he may recommend remedial measures to the operator. If such measures are not taken within 30 days, the Minister may order the operator to give effect to the inspector's recommendations in whole or in part or to take any further action he considers necessary. Where the Minister considers that the health of employees may be endangered by poisonous, irritating or infectious materials or gases or by extremes of temperature or humidity, shower baths and wash basins must be provided and sufficient hot and cold water.

Safety rules applying to all establishments under the Act require, as formerly, that all openings of hoistways, hatchways and well holes shall be protected, and elevator cabs or cars provided with covering and with holding devices, satisfactory to the Chief Inspector, that explosives shall be stored in a separate building and that employees shall not be allowed to clean mill-gearing in motion. Dangerous structures and places must be guarded and those specified in the Act now include electrical apparatus, steam piping and belts. The employer must provide a room, equipped, in a manner satisfactory to the Minister, as an eating and rest room for employees and no part of the expense may be charged to the workers.

New rules applying only in factories, laundries and dry cleaning establishments provide: (1) that if the Minister so directs in writing the employer must forbid employees to take food into a room where a manufacturing process is being carried on; (2) that an employer must not allow an employee to enter a tank, chamber, pit, pipe, flue, or other confined space unless such space has a manhole or other means of easy egress and has been ventilated and tested and unless the employee is wearing suitable breathing apparatus and a belt to which is securely attached a rope, the free end of which is held by a person outside such confined space; and (3) that an employer must not permit a workman to enter a coal, sulphur, or grain bunker or like dangerous structure unless he wears a belt and rope similar to that described.

-Accidents

The following new provisions relate to all places covered by the Act. Where an employee is required by the Act to wear safety equipment, it must be provided by the employer

without cost to the employee. An inspector may make such investigation as he considers necessary into any accident. When a worker is injured in a manner which causes or may cause death or the loss of a limb, the employer must immediately notify the Chief Inspector stating the probable cause of the accident. An employer, when directed in writing by the Chief Inspector, must designate one of his employees as accident prevention officer. Such person must: acquaint himself with the Act and Regulations; advise the employer of any suspected violation of them; advise the employer of any recommendation made by an inspector and endeavour to have it carried out; and generally familiarize himself with matters relating to accident prevention.

Penalty

Any person guilty of an offence under the Act is liable to a maximum penalty of \$100 or three months' imprisonment.

Steam Boilers

The Stationary Engineers Act, 1946, in force July 1, 1946, repeals an Act of 1937 but continues in effect all valid licences issued under it. The new Act applies to "boilers", i.e., vessels or structures where steam is generated for any purpose, and to "pressure vessels", i.e., tanks, vessels and refrigeration plants and their accessories, containing gas, air, or liquid under pressure. It does not apply to boilers and pressure vessels where the pressure is 15 lbs. to the sq. in. or less nor to railway locomotives or those in private residences.

The Lieutenant-Governor in Council is to appoint a Board of Examiners of three stationary engineers, holding first-class licences, and one or more boiler inspectors.

No person may operate or have charge of a boiler plant or steam plant unless such person holds the appropriate licence but in an emergency the holder of a licence one class lower may be authorized by the Chief Inspector to act temporarily.

A candidate for any licence must be at least 18 years of age, satisfy the Board as to character and sobriety, and furnish references and information as to experience and qualifications. In addition, a candidate for a stationary boilerman's licence must have had three months', and a candidate for a third-class stationary engineer's licence one year's experience in the operation of a steam power or boiler plant. A candidate for a first or second-class licence must have held a licence of the grade immediately below for at least a year.

Special provision is made for war veterans and merchant seamen who held a stationary engineer's licence before entering the Services,

and men who have acquired certain certificates in the Armed Forces are to be deemed qualified candidates for the corresponding licences specified in the Act. A person with special engineering training in a recognized university or practical experience in the construction or repair of boilers may be accepted as a candidate for any licence which the Board considers advisable.

The causes for which licences may be suspended or cancelled are set out in the Act.

No person may use a boiler or pressure vessel unless he has an inspection certificate under this Act or unless the boiler is insured in a licensed company. Every inspector employed by an insurance company must have a certificate from the Chief Inspector of Boilers for the Province, who must be furnished with a copy of such inspectors' reports and also, if he requests it, with the names of persons carrying, contracting for, and cancelling, insurance, and a description of each insured boiler and pressure vessel.

Regulations may be made for the administration of the Act and must be published in the *Royal Gazette*. A maximum penalty of \$100 or three months' imprisonment may be imposed for violation of the Act or Regulations.

Workmen's Compensation

An amendment in the Workmen's Compensation Act provides that no fees or charges for medical aid rendered on or after May 1, 1946, are payable by or recoverable from the Board unless written application for payment is made within three months after such medical aid has been completely rendered.

Early Closing of Shops

Under a section added to the Early Closing Act, a by-law requiring a class of shops to close for any period may permit one or more of such shops, when designated by an official named by the municipal council, to remain open for the convenience of the public on such days and for such hours as may be specified.

Vocational Education

The Vocational Education Act was amended to provide that the Province must reimburse vocational committees in respect to expenditures on buildings approved by the Minister of Education, Federal and Municipal Relations, for 60 per cent of the first \$100,000 or portion of it, 50 per cent of the amount between \$100,000 and \$200,000, 40 per cent of the amount between \$200,000 and \$300,000 and 30 per cent of amounts over \$300,000. Such payments are to be made in lieu of payments

authorized by the Rural Schools Assistance Act, 1943, with respect to the parts of buildings to be used for vocational education.

School Attendance

The minimum school-leaving age is raised to 16 years by an amendment in the School Attendance Act but ratepayers of any school district, with certain exceptions, may determine by resolution that the school-leaving age shall remain at 14. Excepted are cities and incorporated towns to which Section 105 of the Schools Act applies, that is those with school boards appointed in part by the town council and in part by the Governor in Council.

In a district where the age of 14 is fixed by resolution, a child may, as formerly, be exempted from school attendance if he has passed Grade 8; in other districts he may be exempted if he has passed Grade 11. A new provision enables exemption on certificate from the County Superintendent stating that a child should be exempt from further attendance.

Mothers' Allowances

Several changes were made in the Mothers' Allowances Act. A "foster-mother" may include a person under 21 years of age. From May 1, 1945, where an allowance is being paid because the father or mother is a patient in the Provincial Hospital or in a sanatorium for the treatment of tuberculosis and such parent is discharged from the institution with a written recommendation from the Medical Superintendent for further treatment at home, the allowance may be continued during such further treatment. The residence qualification was amended to authorize an allowance for the child of a member of the Armed Forces during the last war if the latter resided in the Province when he enlisted and the child is resident there.

Chauffeurs

An amendment in the Motor Vehicle Act extends for an indefinite period, the provision, enacted in 1943 for the duration of the war, authorizing the issue of a special driver's licence to any male person between 16 and 18 years of age who is engaged in an occupation requiring him to operate a motor vehicle and whose competence is certified by a qualified person. The licence may only be issued with the consent of the young person's parent or guardian and on application of his employer who must furnish proof of financial responsibility. The licence is valid only for operation of vehicles weighing 10,000 lbs. gross or less,

which belong to the employer and are specified in the licence.

Housing

An Act to authorize the Municipality of the City and County of Saint John to make Expenditures for Emergency Housing, enables the Municipal Council to acquire lands, buildings and premises and to borrow money for the purpose of providing such housing. The Municipality may also make agreements with the Government of Canada for the same purpose.

Co-operative Associations

The Co-operative Associations Act was revised. New sections provide for representation of an association at meetings of another association of which it is a member, lay down rules regarding payment of dividends, and enable the Lieutenant-Governor in Council to make regulations for carrying out the Act.

Prince Edward Island

A section added to the Trade Union Act, 1945, enables the Lieutenant-Governor in Council to make regulations, not inconsistent with the Act and having the force of law from the date of publication in the *Royal Gazette*, prescribing the manner in which a trade union may be formed and the method of election of officers, governing the recognition of trade unions by employers, and, generally, for carrying out the Act.

The Credit Union Societies Act was revised with a few changes. A federation of credit unions may now, in addition to its former powers, inquire into and report to the Provincial Secretary on the affairs of credit unions,

Credit Unions

The Credit Union Federations Act enables any ten or more credit unions to apply to be incorporated as a Federation to: carry on and assist educational and advisory work relating to credit unions; assist in improving their methods of management and standardizing their bookkeeping; reduce operating costs by group bonding of employees and purchase of bookkeeping and other supplies for resale to members and to other credit unions; encourage organization of district chapters among member credit unions, receive moneys which may be deposited with it by member credit unions, invest such moneys or loan them to credit unions borrowing under the Credit Union Societies Act; and to render to its members other services incidental to its objects. Consequential amendments were made in the Credit Union Societies Act. An Act repealing the Act to incorporate the N.B. Credit Union League will come into force on Proclamation.

and perform at a reasonable charge for credit unions not members of the federation such services as it may render to members. A member of a credit union over 16 years of age may nominate some person to whom his shares are to pass at his death, and an officer or servant of the union may not be nominated unless he is a near relative of the nominator.

Sections added to the Co-operative Associations Act enable any five or more associations to form a federation for purposes similar to those of federations formed under the New Brunswick Credit Union Federations Act, above.

Recent Regulations under Dominion and Provincial Legislation

Dominion

THE Wartime Wages Control Order and the Wartime Salaries Order were revoked on November 28 by Orders in Council P.C.

4904 and P.C. 4937. Fuller information is given on page 1690 of this issue.

Provincial

In Quebec, General Order 4 under the Minimum Wage Act has been amended to raise the minimum rates for workers in hotels, taverns and restaurants and in some miscellaneous occupations, and to revise in certain particulars the provisions concerning overtime. Several minimum wage orders have been renewed until January 1, 1948.

In Alberta, the exemption has been continued of certain workers in the lumbering industry from the hours and weekly rest-day provisions of the Hours of Work Act.

In Manitoba, full-time technical classes may now be attended by third, fourth and fifth-year apprentices, in addition to or as an alternate to evening classes.

Alberta Hours of Work Act

Regulation 28A approved by an Order in Council of November 19, gazetted November 30, extends to October 31, 1947, the exemption from the eight-hour day and 48-hour week of cooks, cookees, bull cooks, night watchmen, barn bosses and blacksmiths employed in the lumbering, logging and railway tie industries in rural districts more than 10 miles from any city or in places with less than 1,000 people (L.G. 1945, p. 1843.)

Order 28 issued on October 31 and gazetted November 15 continues from November 1, 1946, the exemption of these employees from the provisions of the Act requiring a weekly rest-day.

Manitoba Apprenticeship Act

Rules for apprenticeship in the trades brought within the Act (L.G. 1945, p. 768) have been amended to provide that, in addition or as an alternate to the evening classes provided for in the rules, third, fourth and fifth-year apprentices must be given the option of attending full-time classes under the conditions laid down in the Rules for first and second-year apprentices and in accordance with the Dominion-Provincial agreement on apprentice training.

Requirements concerning attendance at technical schools vary with the trade. In bricklaying, electrical work, plastering and plumbing, full-time classes must be attended for two months during the winter season for the first two years and part-time classes for not less than 140 hours during each year thereafter. Carpenters' and woodworkers' apprentices must attend as above for similar periods except that the former must attend part-time classes between December and March and the woodworkers between February and April. Painters' apprentices must attend full-time classes for two months during the winter for the first two years, part-time classes for not less than 140 hours during the third year and 70 hours during the last six months. Automobile-repair apprentices must attend full-time classes for at least six weeks in each year of the first four years of apprenticeship.

Quebec Minimum Wage Act

GENERAL ORDER 4

General Order 4 of 1942 (L.G. 1942, p. 586), governing all workers under the Act who are not covered by special Orders, which has been amended from time to time, was again amended by an Order in Council of September 25, 1946, gazetted and effective November 9.

The revised Order adds to the classes exempted from its operation: (1) the employer's consort; (2) the partner of a partnership as set forth in the Civil Code (with the exception of joint-stock companies) who works for the partnership to which he belongs; and (3) except for hours worked in their employer's establishment, salesmen, agents or employees who are paid wholly or partly by commission, bonus or shares, and whose hours of work cannot be controlled by the employer.

The minimum rates for most workers in commercial and industrial establishments, offices and road transport were raised and a new yearly minimum for teachers of \$600 instead of \$300 was established by amendments made to Order 4 by Orders in Council gazetted on August 10, 1946. (L.G. 1946, p. 1275.) The latest amendment raises the minima of workers in hotels, taverns and lodging-houses and in the miscellaneous occupations included in Category VI. By Order 2, of July 31, time and one-half the regular rate must be paid for overtime worked beyond "the regular workweek" stipulated by Order 4 for the occupation. This provision supercedes that in Order 4 requiring the payment of time and one-half the *minimum* rate (L.G. 1946, p. 1275.)

HOURS OF WORK

Mining operations are added to the undertakings in which the minimum rate applies to a 48-hour workweek, but it is stipulated that the regular workweek of surface workers is 54 hours and of employees working at continuous work 56 hours. Work after these limits must be paid for at the rate of time and one-half the regular hourly rate. To the establishments in which the "regular workweek" is 54 hours are added spinning mills, knitting mills, weaving or other textile mills, and those making electric appliances in zones III and IV. A 60-hour workweek applies to hotels in municipalities in the districts of Montreal, Quebec and in places over 2,000 in population, to restaurants throughout the Province, and to all wool-carding and spinning mills.

A new section provides that the regular workweek of maintenance and servicemen in industrial or commercial establishments is to be the one fixed for the establishment in which they work plus six hours, but not more than 60 hours.

Workers in post offices who sell stamps and money orders and classify mail are classed as office-employees for whom the regular workweek is that of the establishment in which they are employed or, if no workweek is fixed, 48 hours.

OVERTIME

For workers hired otherwise than by the month or half-month "overtime" is work beyond 12 hours in a day and beyond the "regular workweek". For those on a monthly basis overtime is work done at the employer's request beyond 12 hours in a day and beyond the number of hours obtained by multiplying the hours of the regular workweek by $4\frac{1}{2}$; for those paid semi-monthly, overtime is work done after 12 hours in a day and after the hours of the regular workweek multiplied by $2\frac{1}{2}$. In months of 31 days, however, of which four are legal holidays, the regular workweek is increased by $\frac{1}{2}$.

Order 2 applies to workers hired and paid by the hour if they are not within the scope of a collective agreement.

By Order 4 as amended, workers not within Order 2 but entitled to a special overtime rate under Order 4 must be paid for overtime as defined by that order, time and one-half the *minimum* rate.

The special overtime rate does not need to be paid to employees paid on a yearly, monthly or weekly basis at least \$50 per week in zone I, \$45 in zones II and III and \$40 in zone IV, whether or not they work a full week. This provision applied previously to minimum rates of \$30, \$25 and \$20.

MINIMUM RATES

Hotels, Restaurants, etc.

The higher minima fixed for workers in hotels, cafés and restaurants and the miscellaneous occupations in Category VI represent an increase of at least 10 cents an hour.

For waiters, waitresses, room-maids, elevator operators, etc., the minimum hourly rates are raised to 30, 28, 24 and 20 cents from 20, 16, 13 and 10 cents respectively in the four zones. For head waiters and hostesses, minimum hourly rates are set for the first time at 35, 32, 28 and 25 cents. Kitchen helpers' rates are increased to 35, 32, 28 and 25 cents from 25, 20, 14 and 12 cents; the new rates for cooks are 40, 37, 33 and 30 cents instead of 30, 25, 15 and 12 cents. Bartenders in taverns whether in hotels or restaurants have a minimum of 35, 32, 28 or 25 cents according to the zone. For these workers the regular workweek continues to be 60 hours, except in hotels in places of less than 2,000 people.

The new rates for domestic servants in lodging-houses or institutions of hospitalization (excluding boarding houses with less than five rooms to let, and where meals are served) are 25, 23, 20 and 18, replacing the old rates of 15, 13, 12 and 10 cents an hour. The Order

establishes no regular workweek for this class of workers.

For commissary clerks, chief cooks and bakers employed by caterers contracting to house and board workpeople in staff-houses or work-camps employed directly by the operator of the undertaking, the minimum monthly rate is raised to \$70 from \$35; for commissary clerk's and baker's assistants, assistant cooks, and house-keepers to \$50 from \$25; and for kitchen helpers, dishwashers, etc., to \$40 from \$20. These rates applying only to workers hired by the month are in addition to lodging and meals. No regular workweek is established.

For bell boys, porters, messengers and check-room clerks hourly rates in all zones are raised from 10 to 15 cents for a workweek of 60 hours. Uniforms, where required, must be supplied, and if not kept in good condition at the employer's expense a worker's wage at whatever rate must be increased by 60 cents a week. The employer must record this separate payment in his register and on the pay envelope.

An employee acting both as watchman and janitor but only at odd jobs who may be also employed regularly by another employer must be paid as a watchman with a minimum of three hours per day.

Municipal office workers whose time is controlled by the employer must be paid the rates for Category II. Persons employed by municipal corporations but working generally at home or not directly under the control of the employer are to be paid, from January 1, 1947, according to the size of the municipality, at monthly minima ranging from \$25 instead of \$17 for county municipalities and from \$25 for local municipalities of less than 1,500 people to \$75 in cities of 10,000 or more, instead of \$8.50 and \$50. For persons working under the same conditions for school corporations, rates vary from \$10 monthly in places of 500 people or less to \$55 where the population is over 10,000.

Workers in churches (sacristans, sextons, etc.) who work a full day are entitled to weekly wage rates according to the population of the parish. These vary from \$20 in zone I, \$18 in zone II and \$15 in zones III and IV in places of 1,000 people or less to \$35, \$33 and \$30 in congregations of more than 5,000 people. There is no regular workweek. Previously, the regular workweek was 70 hours and monthly rates were \$75 in zones I and II, \$60 in zone III and \$50 in zone IV. If such persons spent half the day at other occupations they were entitled to \$40, \$35 and \$30.

For certain seasonal industries, minimum rates have been raised to 20 cents an hour in any zone: in fruit and vegetable canneries from

June 15 to October 15; in the maple sugar industry; in handling and stemming leaf tobacco from November 1 to March 15; and in handling and stemming Canadian tobacco from June 15 to October 15 in zones III and IV. The old rates for the first three categories were 14, 15 and 16 cents per hour and for handling Canadian tobacco in zones III and IV, 14 cents for 50 per cent of employees and 16 cents for the rest.

Bootblacks must now be paid at least 20 cents an hour in zones I and II and 15 cents in the other two zones instead of 10 cents in any zone. For pin boys the new rates are also 20 and 15 cents instead of 15 and 10 cents according to the zone.

New sections added to the Order stipulate that for certain classes of workers falling in the miscellaneous group, Category VI, the minimum rates do not apply to any specific workweek except in the case of stationary enginemen outside the Montreal district and workers in power houses and electric stations whose minimum rate applies to a 60-hour week. The workers for whom no workweek is fixed include those employed in navigation, in loading and unloading ships and in unloading, cleaning and storing fish.

The only workers who may be classified as apprentices are those in industrial and commercial establishments, other classes of workers who are by order subject to the same wages and working conditions, and inexperienced workers in garages. As before not more than 10 per cent of the total number of employees of any one employer may be classed as apprentices but this restriction does not apply to inexperienced garage employees nor to office workers. Temporary employees, those employed to do home work, or salesmen, etc., paid on a commission basis, however, must not be included in the total from which the number of apprentices is to be determined.

Employers are required to keep and to retain for five years, registers giving the name and address of workers, competency, category and class, date of entry into employer's service, hour of beginning and finishing work each day, hours worked in a week, or in a month or half-month if paid monthly or semi-monthly, overtime, pay frequency, wage rate, total wage earned and paid, deductions, and any other information required by the Commission.

Special provisions are made for determining the appropriate rate, regular workweek and overtime rate of a workman who is employed

in occupations falling within two or more categories of Order 4 or under two or more Minimum Wage Orders.

FOREST OPERATIONS

Order 39 governing forest operations was amended by an Order in Council of October 31, gazetted and effective November 16, to provide that wages of forest workers working at piece-rates must be calculated according to the units of measurement and the official scaling system established by regulations of the Provincial Department of Lands and Forests.

Piecoworkers on pulpwood operations are to be paid, according to length of logs felled, per 100 solid cubic feet, and those cutting and making saw-logs per 1,000 feet F.B.M. Formerly, both classes of piecoworkers might be paid either at the rates set per 100 solid cubic feet or per 1,000 feet F.B.M.

MISCELLANEOUS

The following Ordinances have been renewed until January 1, 1948, by an Order in Council of November 21, 1946, gazetted November 30: General Ordinance No. 4; No. 5, governing the silk textile industry; No. 6, stationary enginemen and firemen in the Montreal district; No. 7, shoe-counter industry; No. 8, cotton textile industry; No. 10, pasteurizing, processing and distribution of milk; No. 11, charitable institutions, hospitals and homes; No. 13, match industry; No. 14, real estate undertakings; No. 15, waste paper industry; No. 16, butter and cheese wholesale and export establishments; No. 17, laundry, dry cleaning and dyeing; No. 19, hosiery mills; No. 22, manufacture of bricks and building blocks; No. 23, taverns in the Montreal district; No. 25, waste materials industry; No. 26-A, taxicabs and automobiles for hire in Montreal and district; No. 27, canning industry; No. 28, dyeworks and laundries in Quebec and Quebec West; No. 29, taxicabs and automobiles for hire in Quebec and Levis; No. 30, manufacture of wooden boxes; No. 31, tailors and dressmakers of Quebec City; No. 32, mattress and upholstering industry in Quebec, Quebec West and Levis; No. 33, wholesale foodstuffs in the Quebec City district; No. 34, ice-industry and ice-trading in Quebec and district; No. 36, foundries in Hull; No. 37, establishments making glass containers; No. 39, forest operations; No. 40, cinemas and theatres of the Island of Montreal; No. 42, peat-bog industry; No. 45, glaziers.

Legal Decisions Affecting Labour

Injunction Restrains Vancouver Typographical Union

An injunction granted on July 15, 1946, by Mr. Justice Harper in the British Columbia Supreme Court to prohibit members of the Vancouver Typographical Union, Local 226, or officers of the International Typographical Union, watching or besetting or procuring to be watched or beset the premises of the Vancouver Daily Province and from other acts, was continued on July 30 until the trial of the action, in a form modified in accordance with the wording of Sec. 501 of the Criminal Code and the provisions of the British Columbia Trade Unions Act of 1902.

To the words of the original injunction restraining the defendants from "watching or besetting or procuring to be watched or beset" the premises of the Vancouver Province, were added other phrases from Sec 501 of the Criminal Code: "with a view to compel the Plaintiff to abstain from doing anything which it has a lawful right to do, or to do anything from which it has a lawful right to abstain". In addition, the amended injunction made it clear that it did not purport to restrain defendants from doing those things which are permitted by Sections 3 and 4 of the B.C. Trade Unions Act, except in so far as the provincial Act may be overridden by any Dominion Regulations.

Sec. 3 of the Trade Unions Act provides that no trade union nor its officers, members or any other person shall be enjoined, nor its funds nor its officers or members be made liable in damages for communicating to any workman or employee or other person facts respecting employment or hiring by any employer or from persuading or trying to persuade, by fair or reasonable argument, without unlawful threats, intimidation, or other unlawful acts, such person not to make or renew any contract. Sec 4 stipulates that no trade union nor its officers or members shall be enjoined or be liable for publishing information with regard to a strike or lockout or labour dispute or for warning workmen or others not to seek employment in the locality affected by the dispute nor to purchase or consume products produced by the plant during the dispute.

Other acts restrained by both injunctions were causing a nuisance adjacent to or in the vicinity of the said premises, and in particular from conduct likely to attract groups of persons adjacent to the said premises or likely to deter persons with peaceful objects from approaching, viewing or entering the said premises of the Plaintiff, and from molesting, threatening or intimidating

the Plaintiff's patrons, tenants, officers, servants or agents or members of the public in general, and from discouraging or preventing the members of the public patronizing the business of the Plaintiff carried on on the said premises. . . . and from in any manner deterring or attempting to deter persons with peaceful objects from approaching, viewing or entering the said premises of the Plaintiff.

Southam Publishing Company Ltd. v. Vancouver Typographical Union Local No. 226 et al. Supreme Court of British Columbia, July 30, 1946.

Ontario Court Allows Appeal from Damages Award to Tenant for Injuries Sustained While Assisting Landlord's Agent in Construction

On October 10, 1946, the Ontario Court of Appeal allowed with costs the defendants' appeal from a judgment of Wilson J. after a trial without a jury, awarding the plaintiff damages for injuries sustained while assisting in construction work on rented premises.

The defendants were husband and wife, the wife being the owner of the premises rented to the plaintiff. The wife agreed to the plaintiff's request that an addition be built to the dwelling and put her husband who had had experience in construction in charge of the work. On one occasion, at the husband's request, the plaintiff left his factory work to help in constructing the roof. While descending, he stepped on a board which had been insecurely nailed to the rafters by the husband, and fell to the ground. The trial judge found the husband guilty of negligence and held him liable as agent and the wife as principal, awarding damages of \$5,271.75 and costs.

On appeal, Mr. Justice Hogg held that the relationship of master and servant did not exist between either of the defendants and the plaintiff at the time of the accident. That being the case, the Workmen's Compensation Act did not apply nor the common law governing master and servant. A contract of hiring could not be presumed where the circumstances tended to rebut such a presumption. Among such circumstances in the present case were the facts that the plaintiff lived in the house and there was no evidence of any payment to be made for his services. His Lordship did not think that it was open to the Court to speculate as to the relationship between the parties in respect of the job or to assume that remuneration of any kind was to be given to the plaintiff.

As regards negligence, he considered that, while the premises as a whole were occupied

by the tenant, for the purposes of repairs to the roof that particular part of the premises was at the time of the accident in the possession and under the control of the husband. The plaintiff might therefore be regarded as having the same relationship to the husband as an invitee to an occupier. He would not be entitled to find a state of positive safety but would be entitled to warning of any unusual danger. The evidence showed that the plaintiff had some knowledge of carpentry. The board in question was in plain and open view. There was evidence that a person could get down safely by other means. His Lordship thought that the appeal should be allowed and the action dismissed, with costs of the trial and the appeal.

Mr. Justice Roach, dissenting, would have dismissed the appeal with costs. He considered that the trial judge was right in finding that the husband was the agent of the wife. He further thought that the wife, through the agency of her husband, had employed the plaintiff under an express contract of hiring although the amount of wages to be paid was not expressly stated. On other occasions the plaintiff had been paid for casual work done for one or other of the defendants. He was losing wages he would otherwise be earning and it would be unreasonable to assume that in this case he was to do the work without being paid.

Part I of the Ontario Workmen's Compensation Act did not apply since it does not apply to a casual worker employed otherwise than for the purposes of the employer's trade or business, but Mr. Justice Roach was of the opinion that Part II was applicable and the plaintiff, by virtue of Sec. 121, had a right of action against the wife as his employer. As His Lordship interpreted Sec. 120, casual workers employed for the purposes of the employer's trade or business were not within Part II but those employed otherwise who were excluded from Part I were under Part II. The plaintiff's employment at the time was of a casual nature and his employer was merely a housewife, having no trade or business. On the assumption that there was negligence on the part of the husband, Mr. Justice Roach considered that the plaintiff, in addition to his right under the Workmen's Compensation Act, Part II, had also a cause of action at common law against the husband. *Kent v. Bell and Bell* (1946) Ontario Weekly Notes 794.

*Order to Prohibit Magistrate Hearing
Picketing Charges Denied by
Ontario Court*

On July 25, 1946, Mr. Justice Wells in the Ontario High Court of Justice dismissed an

application for a writ prohibiting a magistrate from proceeding with the prosecution of two men charged with picketing illegally.

The accused, officials of Local 811 of the International Union of Mine, Mill and Smelter Workers, were charged with "watching and besetting", contrary to Section 501 of the Criminal Code, the premises of the Anaconda American Brass Company in North Toronto. The information was laid by an officer of the Ontario Provincial Police and proceedings instituted by the Ontario Attorney General as a test case. The Crown elected to proceed summarily.

On July 15, when the accused appeared in magistrate's court, their counsel gave notice of a motion in the Supreme Court of Ontario for an order prohibiting the magistrate from proceeding with the hearing on the ground that the information was bad in form and failed to comply with the provisions of the Criminal Code. The magistrate adjourned proceedings until the motion for a writ of prohibition had been disposed of by the Supreme Court.

Mr. Justice Wells overruled three objections advanced on behalf of the applicants, namely; (a) that the information was not suitably specific and did not disclose or allege any conduct which made besetting or watching an illegal offence, (b) that it contravened the provisions of the Criminal Code in that it alleged more than one offence, and (c) the magistrate was disqualified because of an observation made by him in an earlier picketing case arising out of the same dispute which indicated a bias which would preclude a proper trial. The defence objected also to the propriety of having the information laid by an inspector of the Ontario Provincial Police and prosecution, in effect ordered by the Attorney General while at the same time having the case tried by a Crown official in the person of a magistrate.

In rejecting these arguments, the Court held that the charge as laid was clearly within the jurisdiction of the magistrate and that prohibition is only available if the lower court is exceeding or acting outside its jurisdiction or to compel it to exercise its true functions. If the magistrate makes a wrong decision there is a right of appeal from him, but his error is not a ground for granting a writ of prohibition. In the Court's opinion there was nothing illegal in the laying of an information by a police officer in the course of his duty. As to the form of the information, that is within the jurisdiction of the magistrate's court before which it was brought. The remarks of the magistrate in a previous case had nothing to do with the case under consideration nor did the Court find anything

contained in them which would justify any allegations of bias. As regards the criticism by defence counsel of the Crown's election of summary proceedings instead of proceeding by way of indictment before a judge and jury, Mr. Justice Wells pointed out that it was quite clear from Section 501 of the Criminal Code that the Crown was entitled to proceed summarily.

It might be noted that in 1934 Sec. 501 was amended to omit the words, "at the option of the accused", which were inserted in 1905 to ensure that the accused had the option of trial before a magistrate or before a judge and jury.

On resumption of the case in the magistrate's court, the accused were found guilty on August 12 and the maximum penalty of \$100 fine or three months' imprisonment was imposed. *Rex v. Doherty and Stewart*. (1946) Ontario Weekly Notes 752.

Supreme Court of Canada Rejects Appeal of Longshoremen's Union Local Against Damages Award

On October 22, 1946, the Supreme Court of Canada dismissed with costs, in an unanimous judgment, the appeal of Montreal Local 375 of the International Association of Longshoremen against the award of damages to three of their former members who were expelled in 1939 for belonging to a rival union, the National Independent Union of Longshoremen.

The respondents' action for damages against the Local was based on the allegation that they had been illegally expelled and therefore unable to obtain work during the 1939 navigation season. The trial judge, Mr. Justice Cousineau of the Montreal Superior Court, dismissed the action on December 20, 1943, but the Court of King's Bench on May 31, 1945, reversed his decision and awarded damages of \$1,200 (L.G. 1945, p. 1536).

The Supreme Court, in examining the by-law of the Local on which the resolution of expulsion was based,

Any member who without permission from the Association becomes a member of another Association of Longshoremen in the Port of Montreal will be expelled from this Association,

pointed out that the words "fera partie" in the French text and the English "becomes" both imply future action. The by-law, therefore, threatened with expulsion only those who in the future became members of another association. The prohibition was evidently intended to prevent members of Local 375 joining another association, but, in the Court's opinion, did not apply to workers who, when

the by-law was passed, were already members of the National Independent Union. The Supreme Court agreed with the view of the Court of King's Bench that the by-law "merely prohibits any person joining any rival association after the coming into force of the by-law."

As regards the argument of the appellant union that the respondents should have submitted their case to the union in accordance with the union's procedure for dealing with aggrieved members the Court stated that the plaintiffs had not brought an action for reinstatement in the Association but for damages resulting from an illegal act on the part of the union, one contrary to the union's constitution. *Association Internationale des Débardeurs, Local 375, v. Dussault and Others*, Supreme Court of Canada, October 22, 1946.

House of Lords Upholds Decision that Damages not Recoverable from Firm for Injury to Non-Employee without Negligence

On October 19, 1946, the House of Lords unanimously dismissed an appeal of a plaintiff who had been awarded damages for personal injury sustained in an explosion in a factory. The Court of Appeal, whose decision was confirmed, had reversed that of the lower Court and allowed the appeal of the defendants.

The plaintiff-appellant was an employee of the Ministry of Supply in an ordnance factory in which the respondent firm as agents for the Ministry carried on the business of filling shell-cases with high explosives. The appellant's duty was to inspect the filling of the cases and her work required her (although she would have preferred and had applied for other employment) to be present in the shell-filling shop. On August 31, 1942, an explosion occurred in which she was injured. The question was whether the respondent firm, by whom the appellant was not employed, were liable to the appellant in damages even though no negligence was averred or proved against them.

Lord Simon, in his opinion, said the trial judge considered that the case was governed by *Rylands v. Fletcher* (1866) and had held that the respondent firm were liable on the ground that they were carrying on an ultra-hazardous activity and so were under a "strict liability" to take successful care to avoid causing harm to any persons on or off the premises. The Appeal Court, on the other hand, held that a person on the premises, not an employee, had no cause of action where there was no proof of negligence. Further the Court contended that the doctrine of *Rylands*

v. Fletcher did not apply unless there was an escape of a damage-causing thing from the premises and damage was caused outside. "Escape" meant escape from a place where the defendant had occupation of, or control over, land to a place outside his occupation or control. "Keeping a thing in" did not mean preventing an explosive substance from exploding but preventing a mischievous thing from escaping from the area occupied or controlled by the defendant. In the present case, there was no "escape".

With this interpretation Lord Simon agreed. However, the appellant, who was in the factory in pursuance of a public duty, was in the same position as an invitee. The respondent-firm, managers of the factory as agents of the Ministry, had the same responsibility to an invitee as an ordinary occupier in control of the premises. That the work required special care was a reason why the standard of care should be high, but it was no reason for saying that the occupier was liable for resulting damage to an invitee without any proof of negligence. *Read v. J. Lyons and Co., Limited*, *The Times*, October 19, 1946.

Action for Damages for Injury Barred when Employer is the Crown

On November 12 the English Court of Appeal dismissed an appeal by a woman who was injured on the premises of a Royal ordnance factory where she was employed. The County Court judge had decided that the plaintiff had failed to prove the defendant guilty of the common-law duty of an occupier to keep his premises in a safe condition or, alternatively, of a breach of statutory duty under the Factories Act, 1937.

The merits of the action were not considered by the Court of Appeal. The appeal was dismissed on the ground that the superintendent of the Royal ordnance factory was merely a defendant nominated to appear on behalf of the real occupier of the factory, the Ministry of Supply.

The question of defendants nominated to represent the Crown came before the House of Lords in May, 1946, in *Adams v. Naylor*, an action for damages for "war injuries". The action was dismissed, being barred by the Personal Injuries (Emergency Provisions) Act, 1939, but in this case the House of Lords expressed disapproval of the practice which had grown up over many years by which Government Departments allowed actions to proceed against some person named as their representative, although that named person was not in any way concerned in causing the injuries complained of. The practice was

common in the Common Law Courts and also in the Admiralty Division. The decision of the House of Lords was given after the proceedings in the case involving the Royal ordnance factory had been started but the Court of Appeal considered themselves bound by the principles laid down by the House of Lords.

In *Adams v. Naylor*, Viscount Simon had observed:

The claim is a claim in tort, and since such a claim cannot be made directly against the Crown it is customary to make it against the servant of the Crown whose fault will justify a personal action against him, in the hope, or with the promise, that, if the action succeeds, public funds will be used to pay the damages and costs awarded against the defendant. The Courts before whom such a case as this comes have to decide it as between the parties before them, and have nothing to do with the fact that the Crown stands behind the defendant. For the plaintiffs to succeed, apart from the statute, they must prove that the defendant himself owes a duty of care to the plaintiffs and has failed in discharging that duty.

On the same point, Lord Thankerton emphasized the need for legislation concerning proceedings against the Crown:

No one who has experience of these matters will doubt that legislation on the subject of proceedings against the Crown and particularly with regard to tortious acts committed by its servants is long overdue. It is nearly 20 years ago that the protracted labours of a committee appointed by Lord Birkenhead, whose terms of reference were modified by his successor Lord Haldane, resulted in the production of a draft Bill covering the whole field. Its provisions may not be in all respects satisfactory; at least, they would form the basis of discussion.

The Court of Appeal, through Lord Justice Scott, also pointed out the need for legislation on this matter:

There was, therefore, a very strong reason for legislation allowing actions of tort against the Crown. With the complexity of modern business carried on by Government departments and the great increase in commercial concerns owned by the Government, it was a crying evil that legislation to remedy the position should not be passed by Parliament. He wished to express his opinion as strongly as possible that it would be a crying wrong if the necessary legislation was not introduced at an early date. *Royston v. Camvee*, *The Times*, London.—November 12, 1946.

English Court Refuses Interim Injunction Restraining London Passenger Transport Board from Applying "Closed Shop" Principle

An application of five employees of the London Passenger Transport Board, a public corporation, for an interim injunction, restraining the Board from making it a condi-

tion of their employment that they should join the Transport and General Workers' Union was refused by Mr. Justice Wynn-Parry in the High Court on September 19, with costs. The motion was made in an action for such an injunction, also for injunctions ordering the defendant to withdraw any such condition and restraining them from dismissing the plaintiffs, as well as for a declaration that any such condition of employment was void and of no effect. As the defendants would not agree to postpone giving effect to the notices of dismissal to enable the plaintiffs to prepare their case, the plaintiffs found it necessary to apply for the interim injunction to prevent such dismissal.

The applicants' case was that before they were employed by the Board, it was either a term of their contract with their previous employers, whose undertakings were transferred to the Board, or a recognized practice, that an employee should not be required to join a trade union, and that he should not be liable to be discharged except for misconduct, age, ill-health or reduction of staff. The plaintiffs contended that these terms had become terms of their employment with the Board.

As regards the granting of an interim injunction before the trial the plaintiffs' counsel argued that he was not attempting to set up a general legal principle applicable to all employers and employees but that in this case it should be granted since the plaintiffs were threatened with dismissal and, even if they agreed to join the union, there was no assurance that the union would accept them as members.

The Court agreed that it had not formed any part of the plaintiffs' contracts with their previous employers or with the Board that they should be required to join a union. It followed that if the Board wished to insist that every employee should join a particular union, they must first terminate the employment of those who were not willing to do so and find others to take their places. This was what the defendants had stated that they intended to do. With the question of the ethics of the defendants' policy, the Court had nothing to do. With the plaintiffs' contention that it would involve a breach of contract, the Court considered it undesirable to deal since this would be the main question at the trial and on the answer would depend whether or not the plaintiffs were entitled to damages.

There was a well-established principle that the Court would not enforce specifically a contract for personal service. It appeared from the observations of Lord Lindley in *Whitwood Chemical Company v. Hardman* (1891) that for such an extraordinary remedy

as an injunction to be granted in a case of an agreement for personal service, which was assumed had been or was to be broken, the onus was on the plaintiff to show that his case fell within some recognized exception to the general rule that the Court would not decree specific performance of a contract for personal service. A recognized exception must be one in which the Court could effect some substantial result by giving the party claiming it some substantial relief. In this case any injunction granted could at the most be only of a very limited nature as regards the period during which it would be effective. If giving effect to the notices of dismissal constituted a breach of contract, the remedy was in damages. *Keetch and others v. London Passenger Transport Board*. The Times Law Report, September 19, 1946.

U.S. Supreme Court Refuses to Review Decision that Hours Worked Include Time Spent in Preparation

The United States Supreme Court has denied a petition for a rehearing of the Mt. Clemens Pottery case (L.G. 1946, p. 999) in which the Court ruled that time spent in walking to work-benches after punching the time-clock and in other preliminary activities at the work-place such as putting on work-clothes and preparing equipment and tools should be counted as hours worked for overtime purposes under the Fair Labor Standards Act. In so ruling the Court held that "work" within the meaning of the Act.

involves exertion of a physical nature, controlled or required by the employer and pursued necessarily and primarily for the employer's benefit.

Anderson et al v. Mt. Clemens Pottery Co., 18 Labor Relations Reporter, 1395.

Texas Supreme Court Awards Damages for Contract Breach by Wrongful Expulsion from Union

In an action against the International Printing Pressmen and Assistants' Union of North America in the Texas Supreme Court on July 17, 1946, a union member was awarded damages for wrongful expulsion from a local. A majority decision, four justices dissenting, reversed the judgment both of the trial Court and of the Court of Civil Appeals. The jury had been in favour of awarding the plaintiff actual damages but not exemplary damages but the trial Court, notwithstanding the jury's verdict, gave judgment for the defendant union. The Appeal Court reversed the judgment of the trial Court but remanded the cause with

instructions to enter judgment for the plaintiff on the verdict, and to proceed thereafter as though judgment had not been entered for the defendant. The Supreme Court held that the Appeal Court, after properly reversing the trial Court's judgment without a verdict, should have disposed of the whole matter.

The plaintiff was an experienced pressman who had been a member of the local union for over 10 years. The International Union's constitution requires charges against a member to be presented to the local in writing with proper details and to be heard by a trial committee of five members which has to give the accused five days' notice. The committee's report as to the guilt or innocence of the accused must be presented at a regular meeting of the local and voted on in the manner set out in the constitution. If the accused is found guilty, the punishment must be decided by vote. Further, the constitution provided for an appeal to the president, the officers of the union, and then to the next convention of the union. Resort to the courts was prohibited until the right of appeal had been exhausted.

On June 26, 1940, the accused was notified verbally that he had been charged with slandering the union. No written charges were laid. He failed to appear at the trial which was held on one day's notice. The trial committee recommended that the plaintiff be suspended for 30 days and fined \$25. Thereupon the union, without a vote, treated the plaintiff as a suspended and fined member. Since there was an agreement between the union and the *Fort Worth Press*, the plaintiff was notified that he could no longer hold his job.

The plaintiff was finally expelled in October, 1940, after the local's secretary had refused to accept the arrears of dues and to give a union card unless he paid the fine assessed by the trial committee. From that time he had not been able to secure a job as an experienced pressman and at the time of the trial was acting as a night watchman at low pay. The Supreme Court held that the plaintiff's expulsion was illegal and void.

As regards the appeal to the Courts before exhausting the machinery provided by the union, it was pointed out that Texas Courts had settled that in such circumstances an action could be maintained for damages for wrongfully depriving a union member of his rights.

The Court rejected the defendant's main argument that the International Union was not responsible for the acts of the subordinate

union in expelling the plaintiff nor for that of the secretary in refusing to recognize him as a member. It pointed out that the constitution of the International required all locals to obey the directions of the International, its constitution and by-laws take precedence over regulations of the local unions and lay down the mode of trial and the manner in which a member may be fined or expelled. Thus the local union is the agent or representative of the International and the International is liable for its actions even though it had no actual knowledge of them, did not direct them or thereafter ratify them. In this case, ratification was to be found in a letter of the International president to the plaintiff refusing any further consideration of the case.

In regard to the trial Court's opinion that the action, based on an act of October 15, 1940, was barred after two years, this was founded on the view that the action was one in tort. If the action arose out of contract, it was barred only after four years. Generally speaking:

actions in contract and actions in tort are to be distinguished in that an action in contract is for the breach of a duty arising out of a contract either express or implied, while an action in tort is for a breach of a duty imposed by law.

In the opinion of the Appeal Court the action arose out of the contract between the union and its members which its constitution and by-laws constitute.

With respect to the International Union's contention that even though the constitution and by-laws constituted a written contract, they did not contain any promise to do the things for the non-performance of which the suit was brought, and therefore the suit was not within the statute of limitation, the Court ruled that it was sufficient

if the obligation or liability grows out of a written instrument, not remotely but immediately, or if the written instrument acknowledges a state of facts from which, by fair implication, the obligation or liability arises.

Although no express promise is contained in union laws, there is an implied obligation to allow members to remain as such and to enjoy union benefits so long as they meet their obligations.

The Court therefore ruled that the international union was liable for damages arising from a breach of contract.

The Justices who dissented from the majority opinion, believing that the action was one in tort and not contract, set out their views:

A person's right to use his own labor in any lawful employment is described by an eminent authority as one of the first and highest of civil rights. "It is a part of every man's civil rights that he be left at liberty to refuse business relations with any person whomsoever. . . . It is also his right to have business relations with anyone with whom he can make contracts, and if he is wrongfully deprived of this right by others, he is entitled to redress." . . . It follows therefore that any violation of that right is a breach of a legal duty rather than a breach of contract. . . . If he elects, he may contract with others that as a member with them of a labor union he will work only under the terms and conditions prescribed in the constitution and bylaws of the union and that if, in the manner therein prescribed, he is adjudged guilty of violating that constitution and bylaws, he will thereby circumscribe or forfeit altogether his right to dispose of his own labor as he chooses. . . . It

follows that so long as the union acts under that contract in limiting the right of a member to work, it is guilty of no breach of legal duty, because he has contracted the right away; but if it steps outside the bounds of the constitution and bylaws to interfere with his common-law, natural or civil right to work it is guilty of a breach of legal duty rather than a breach of contract, because he has not contracted that right away. . . . In this case everything the trial committee did was void because they were acting wholly without the constitution and bylaws of the union, hence it offered no limitation arose by virtue of the agreement of the whatever on Smith's right to work; so the majority opinion is patently wrong in stating that "all the rights for which he seeks redress parties". . . . *International Printing Pressmen and Assistants' Union of North America v. Smith*, July 17, 1946, 18 Labor Relations Reporter 2345.

Strikes and Lockouts

Strikes and Lockouts in Canada During November, 1946

DURING November, 1946, the time loss due to strike activity in Canada declined by more than 360,000 days as compared with the previous month and by more than 388,000 days as compared with the same period a year ago.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
May.....	28	35	46,641	47,730	564,925	7.80
June.....	25	36	30,354	70,688	935,188	12.92
July.....	28	42	27,459	49,752	918,285	12.68
August.....	20	43	5,095	42,407	867,252	11.96
September.....	13	33	1,662	33,030	657,601	9.08
October.....	10	27	6,881	32,919	393,296	5.43
November.....	12	18	2,221	8,166	33,890	0.47
Cumulative totals.....	200		135,538		4,496,620	5.65
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
May.....	13	15	3,242	3,336	6,738	0.09
June.....	12	13	2,773	2,926	5,138	0.07
July.....	25	27	11,738	11,975	45,497	0.62
August.....	19	27	8,509	13,190	41,122	0.56
September.....	16	17	19,635	19,819	184,556	2.52
October.....	14	18	6,737	25,868	419,242	5.73
November.....	21	24	20,924	31,054	422,673	5.78
Cumulative totals.....	190		93,414		1,195,801	1.49

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

Preliminary figures show 18 strikes in existence during November, 1946, involving 8,166 workers, with a time loss of 33,890 man-working days, as compared with 27 strikes in October, 1946, with 32,919 workers involved and a time loss of 393,296 days. In November, 1945, there were 24 strikes, involving 31,054 workers, with a time loss of 422,673 days.

Preliminary figures for the first eleven months of 1946 show 200 strikes and lockouts, involving 135,538 workers, with a time loss of 4,496,620 man-working days. For the same period last year there were 190 strikes, with 93,414 workers involved and a time loss of 1,195,801 days.

Of the 18 strikes recorded for November, three were settled in favour of the employers, four were compromise settlements and six were indefinite in result, work being resumed

pending final settlement. At the end of the month five strikes were recorded as un-terminated, namely metal miners in British Columbia, compositors, etc., at Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., gold and copper miners and smelter workers at Noranda, P.Q., wood products factory workers at Prince Albert, Sask., and ammunition depot workers at Renous, N.B.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. A strike of bakery workers at Halifax, N.S., which commenced on February 11, 1946, has not been declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(?)
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to November, 1946.				
LOGGING— Logging and lumber camp workers, Timmins and the Lake- head, Northern On- tario.	18	5,000	10,000	Commenced October 11; for a union agree- ment providing for increased wages and improved camp conditions; terminated November 2; conciliation, provincial; com- promise.
MINING— Metal miners, British Columbia.	11	500	5,000	Commenced July 3; for increased wages, reduced hours and other conditions; unter- minated, partial return of workers.
MANUFACTURING— Printing and Publishing— Compositors, etc., Winnipeg, Man.	2	70	800	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; employment con- ditions no longer seriously affected by November 30; indefinite.
Compositors, etc., Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.	5	75	800	Commenced May 30; in sympathy with strike of compositors at Winnipeg, Man., commencing November 8, 1945; unter- minated.
Miscellaneous Wood Products— Wood veneer factory workers, Saint John, N.B.	1	250	2,500	Commenced October 16; for a greater increase in wages than approved by RWLB (3); terminated November 12; return of work- ers pending reference to NWLB (3); inde- finite.
Metal Products— Silverware factory workers, Toronto, Ont.	.....	.....	.....	Commenced August 20; protest against alleged failure to negotiate a union agree- ment; terminated August 20; IDI Commis- sioner ruled that dismissal of the 33 work- ers involved did not show evidence of union discrimination; in favour of employer.
TRADE— Fish handlers, North Sydney, N.S.	1	(4)50	425	Commenced October 23; for increased wages; terminated November 15; return of work- ers pending further negotiations; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During November, 1946.				
MINING— Gold miners, Tulsequah, B.C.	1	120	1,240	Commenced November 1; for a union agree- ment providing for increased wages, reduced hours, union security, etc., termi- nated November 15; negotiations; com- promise.
Coal miners, Wayne, Alta.	1	34	102	Commenced November 4; for payment of wage increase for which authorization had been delayed; terminated November 7; return of workers; in favour of employer.
Gold and copper miners and smelter workers, Noranda, P.Q.	2	(⁵)943	7,500	Commenced November 22; for a new agree- ment providing for increased wages, check-off, shift differential, etc.; untermi- nated.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Textile factory workers, Preston, Ont.	1	150	500	Commenced November 12; for increased wages; terminated November 16; return of workers pending further negotiations; com- promise.
<i>Miscellaneous Wood Products—</i> Wood products factory workers, Prince Albert, Sask.	1	30	465	Commenced November 13; for a new agree- ment providing for increased wages and reduced hours; un-terminated.
<i>Metal Products—</i> Farm implement factory workers, Toronto, Ont.	1	(⁶)250	375	Commenced November 22; protest against piece-work rates set for combine assembly in new plant; terminated November 25; return of workers; in favour of employer.
Foundry workers, Montreal, P.Q.	1	350	700	Commenced November 28; for increased wages; terminated November 30; return of workers pending further negotiations; inde- finite.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Gypsum plant workers, Hillsborough, N.B.	1	130	900	Commenced November 12; for increased wages; terminated November 19; negoti- ations; compromise.
CONSTRUCTION— <i>Buildings and Structures—</i> Construction workers, Toronto, Ont.	1	70	70	Commenced November 18; inter-union dis- pute over working with members of another union; terminated November 18; return of workers pending further negotiations; inde- finite.
Steel erectors, Toronto, Ont.	1	7	7	Commenced November 22; inter-union dis- pute over working with members of another union; terminated November 22; return of workers pending further negotiations; inde- finite.
SERVICE— <i>Public Administration,—</i> Ammunition depot workers, Renous, N.B.	1	124	2,480	Commenced November 7; for the same wage rates as paid at Bedford Basin, Halifax; unterminated.
Town labourers, Lunenburg, N.S.	1	13	26	Commenced November 13; for a union agree- ment providing for increased wages, reduced hours, vacations with pay, etc.; terminated November 14; return of work- ers pending certification of bargaining agency; in favour of employer.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(4) 58 indirectly affected; (5) 204 indirectly affected; (6) 170 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1946, was 177, and 14 were still in progress from the previous month, making a total of 191 during the month. There were 41,500 workers involved and a time loss of 188,000 working-days was caused.

Of the 177 stoppages which began during September, 17 arose out of demands for advances in wages; 48 over other wage questions; four on questions as to working hours; 28 on questions respecting the employment of particular classes or persons; 70 on other questions respecting working arrangements; and 10 were over questions of trade union principle.

Australia

Figures for the first three months of 1946 show 195 industrial disputes which directly involved 40,208 workers. The time loss for workers directly and indirectly involved was 170,964 days.

United States

Preliminary figures for October, 1946, show 450 strikes and lockouts beginning in the month, in which 290,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 4,500,000 man-days. Corresponding figures for September, 1946, are 450 strikes and lockouts, involving 380,000 workers, with a time loss of 5,000,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, November, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

WITH reference to the chart appearing on page 1847 of this issue, it is interesting to compare the behaviour of the cost-of-living index during the recent wartime period with that of 1914 to 1918. In 1918, the index was 50 points above its pre-war standing, while in 1945, the index was less than 20 points above its pre-war standing. The index is constructed upon the same principle for both dates, so that it reflects the greater incidence of price changes in the first war, as compared with the resistance to change in the more recent period. It also affords a measure of the success of recent wartime price control. In the past, the greatest upward pressure in prices has occurred not during wars, but during the first year after them. The chart shows that the cost-of-living index rose a further 40 points from early in 1919 to mid-1920. The effects of this inflation upon fixed income recipients and upon the real value of Victory bonds were serious. This inflation also created numerous maladjustments in the structure of prices, not to mention a retardation of consumer purchases of end products, which contributed to the ensuing depression.

The recent period of reconversion and reconstruction has presented a quite different picture. Price control has to a large extent withstood the extra strains of the first post-war year. But various pressures have been working themselves out, mainly without showing themselves in inflated or maladjusted prices. The index charted on the cover, as well as the subsequent detail with respect to individual prices and group indexes, will show whether or not this continues to be the case during the next six months.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced from 126·8 on October 1 to 127·1 on November 1, 1946. Moderate price increases were widely scattered, with five of the six budget group indexes recording gains. The food series moved from 146·5 to 146·6 on small increases for eggs, meats and

fish, and fruits. Vegetables averaged slightly lower. The fuel and light index rose from 107·3 to 108·6 as western coal prices moved higher. Clothing increased from 130·2 to 131·1, and home furnishings from 123·8 to 129·2. Advances in the hospital and periodical sub-groups changed the miscellaneous index from 113·9 to 114·1. Rents remained at 113·4.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted, although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these

figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between

\$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527 became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

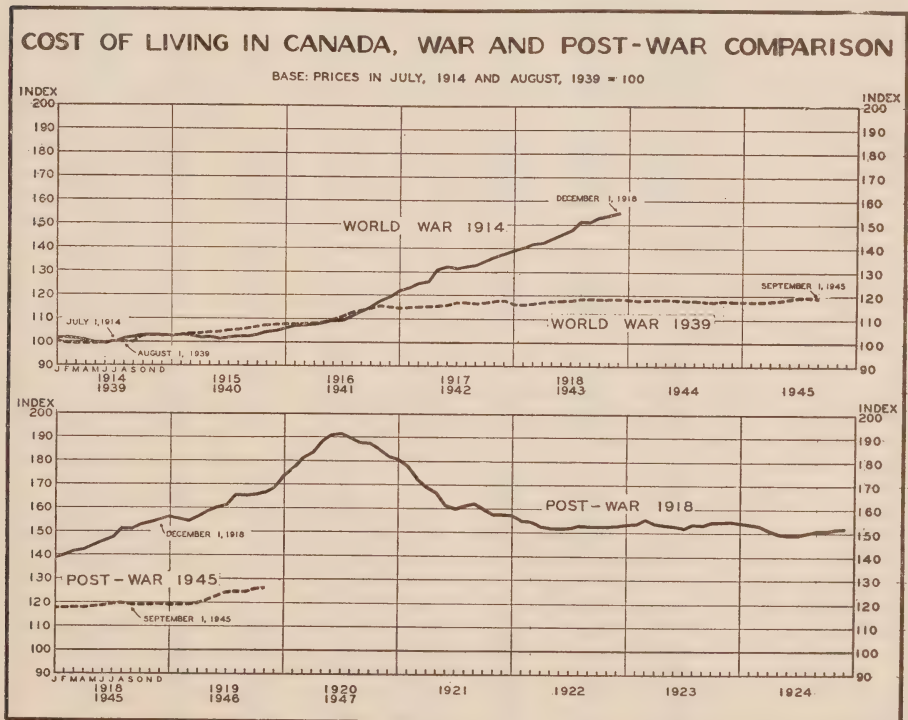


TABLE I.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100								Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous		
1914.....		79.7	92.2	72.1	75.1	88.3		69.6		
1915.....		80.7	93.7	69.8	73.8	96.4		70.0		
1916.....		87.0	103.9	70.6	75.4	109.8		74.1		
1917.....		102.4	134.3	75.8	83.8	129.1		80.7		
1918.....		115.6	154.2	80.0	92.6	151.0		90.3		
1919.....		126.5	164.8	87.3	100.7	173.6		100.0		
1920.....		145.4	189.5	100.1	120.2	211.9		109.3		
1921.....		129.9	145.5	109.4	128.1	172.0		111.4		
1922.....		120.4	123.3	114.0	122.7	145.7		111.4		
1923.....		121.8	133.3	115.9	116.8	139.1		106.1		
1924.....		119.9	130.8	114.5	114.4	135.6		105.1		
1925.....		120.5	131.5	117.3	113.2	135.5		104.8		
1926.....		121.7	134.7	119.7	112.6	134.8		105.0		
1927.....		95.6	92.7	93.1	102.1	97.1		97.8		
1928.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9	
1929.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1	
1930.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0	
1931.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8	
1932.....										
1933.....										
1934.....										
1935.....										
1936.....										
1937.....										
1938.....										
1939.....										
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0	
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0	
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8	
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3	
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
1940.....										
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2	
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5	
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4	
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4	
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6	
1941.....										
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4	
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7	
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9	
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1	
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6	
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9	
1942.....										
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9	
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6	
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9	
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7	
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4	
1943.....										
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5	
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2	
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1	
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8	
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5	
1944.....										
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3	
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4	
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6	
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9	
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2	
1945.....										
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6	
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1	
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6	
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5	
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8	
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0	
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2	
1946.....										
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3	
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2	
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7	
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8	
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5	
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1	
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4	
August 1.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1	
September 3.....	124.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0	
October 1.....	125.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9	
November 1.....	126.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3	

† Commodities in the cost-of-living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1946

(Base: August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	125.0	151.2	105.7	107.9	131.8	121.8	113.9
Saint John.....	125.2	143.6	107.8	115.7	132.3	121.5	113.7
Montreal.....	129.2	154.9	108.8	109.7	130.8	123.5	111.2
Toronto.....	125.1	142.8	111.1	116.3	132.8	125.4	114.3
Winnipeg.....	123.1	144.4	106.0	113.6	124.2	123.1	111.9
Saskatoon.....	127.9	150.6	115.1	117.9	127.4	127.0	112.4
Edmonton.....	124.7	149.5	105.0	105.3	130.9	125.2	112.7
Vancouver.....	126.3	147.7	107.0	123.3	132.0	126.1	112.4

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—NOVEMBER, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR NOVEMBER, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	April 1945	July 1945	Oct. 1945	Jan. 1946	April 1946	July 1946	Sept. 1946	Oct. 1946	Nov. 1946	Price Nov. 1946
Beef, sirloin steak.....	lb.	100.0	120.7	154.1	154.5	154.8	154.8	155.2	157.7	163.8	163.8	164.2	45.8
Beef, round steak.....	lb.	100.0	125.7	167.1	167.5	167.9	167.9	168.4	170.9	177.6	178.1	177.6	42.1
Beef, rib roast.....	lb.	100.0	125.5	173.9	173.9	174.3	175.2	175.2	178.7	186.1	186.1	186.1	42.8
Beef, shoulder.....	lb.	100.0	132.7	161.0	161.6	162.3	162.3	162.3	164.1	169.2	169.2	169.2	26.9
Beef, stewing, boneless.....	lb.	100.0	136.7	168.3	168.3	168.3	168.3	169.0	170.6	173.5	173.5	173.5	23.7
Veal, front roll, boneless.....	lb.	100.0	139.3	173.4	173.4	174.6	174.0	174.6	174.6	174.0	174.6	175.7	29.7
Lamb, leg roast.....	lb.	100.0	109.9	148.9	162.0	153.9	152.5	152.8	167.6	162.0	157.7	156.7	44.5
Pork, fresh loins, centre cut.....	lb.	100.0	125.3	141.5	143.8	143.5	144.2	148.5	161.5	163.0	163.3	163.7	44.5
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	142.3	143.4	142.9	143.4	149.0	163.8	164.3	164.3	165.4	31.5
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	141.2	141.5	142.2	142.5	146.5	161.8	162.7	162.7	162.7	51.9
Lard, pure.....	lb.	100.0	151.3	156.1	157.0	158.8	160.5	164.0	177.2	178.1	178.1	178.1	20.3
Shortening, Vegetable.....	lb.	100.0	134.7	136.8	137.5	137.5	137.5	138.2	140.3	141.0	141.0	141.0	20.3
Eggs, grade "A" large.....	doz.	100.0	156.4	138.5	140.5	173.7	153.6	143.4	148.4	178.3	178.9	179.9	56.0
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	96.3	114.7	114.7	139.4	139.4	15.2
Butter, creamery, prints.....	lb.	100.0	140.5	146.2	143.6	144.7	148.7	158.2	161.2	164.8	164.8	164.8	45.0
Cheese, Canadian, mild.....	lb.	100.0	174.6	164.4	164.4	164.9	165.9	166.3	167.8	168.7	169.7	170.2	35.4
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled Oats, package.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	7.2
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	136.8	136.8	137.7	137.7	137.7	138.7	142.5	152.8	161.3	17.1
Peas, canned, 2's.....	tin	110.0	117.5	122.5	121.7	121.7	121.7	121.7	121.7	126.7	128.3	130.0	15.6
Corn, canned, 2's.....	tin	100.0	128.3	132.7	132.7	132.7	131.9	132.7	133.6	135.4	139.8	142.5	16.1
Beans, dry.....	lb.	100.0	129.4	133.3	133.3	133.3	135.3	135.3	137.3	137.3	139.2	154.9	7.9
Onions.....	lb.	100.0	108.2	108.2	140.8	128.6	130.6	144.9	165.3	144.9	138.8	134.7	6.6
Potatoes.....	15 lbs.	100.0	89.9	141.2	204.9	148.5	151.5	158.2	210.7	151.5	134.1	128.0	42.0
Prunes, bulk.....	lb.	100.0	115.8	121.1	120.2	120.2	122.8	136.0	139.5	143.0	143.0	143.0	19.3
Raisins, seedless, bulk.....	lb.	100.0	104.0	106.6	108.6	108.6	108.6	123.8	127.8	125.8	125.8	125.8	19.0
Oranges.....	doz	100.0	132.5	147.1	153.6	156.0	154.3	146.4	160.4	151.5	153.2	153.9	45.1
Lemons.....	doz	100.0	111.3	140.9	145.2	147.1	156.0	146.2	145.5	143.1	141.5	145.2	47.2
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	114.5	115.1	115.1	118.7	126.6	135.2	137.6	140.0	23.0
Peaches, 20 oz.....	tin	100.0	101.5	104.1	105.1	105.6	105.1	105.6	106.6	112.2	119.8	123.9	24.4
Marmalade, orange, 16 oz.....	jar	100.0	118.3	129.6	128.9	128.9	128.9	130.3	131.8	133.3	134.0	134.0	18.2
Corn Syrup, 2 lb.....	tin	100.0	138.0	158.8	158.2	157.7	157.7	157.7	164.7	171.7	175.8	176.9	30.3
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.4	131.7	131.7	131.7	132.5	133.1	133.4	133.4	45.1
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to November, 1946 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, per lb.	Fresh shoulder neck-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package.
P.E.I.		cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	45-9	42-3	38-7	28-3	24-0	....	44-1	43-2	34-2	49-7	21-2	20-9	57-0	13-0	46-9	35-2	7-3	4-6	6-9	10-0
Nova Scotia—																				
2—Halifax.....	47-8	44-3	41-7	27-4	24-2	24-3	46-8	46-5	31-8	53-1	21-0	20-1	58-8	15-0	47-0	37-1	8-0	4-5	8-3	10-0
3—New Glasgow.....	49-0	45-1	44-6	28-8	24-3	....	47-7	47-3	32-8	53-1	22-3	20-4	58-6	14-0	47-2	37-5	7-2	4-9	7-5	10-0
4—Sydney.....	49-9	44-8	36-0	29-7	24-5	....	46-8	44-4	34-3	53-0	21-0	20-0	59-1	16-0	47-1	....	7-3	4-6	7-8	9-9
5—Truro.....	48-3	45-2	43-6	28-4	26-0	22-0	46-0	46-8	34-4	53-0	....	20-6	58-9	14-0	46-8	39-3	6-7	4-9	7-6	9-9
New Brunswick—																				
6—Fredericton.....	48-4	44-3	47-0	28-5	25-1	29-7	45-2	44-2	30-7	53-3	20-8	19-9	57-2	14-0	46-8	34-7	7-3	4-8	6-5	9-4
7—Moncton.....	47-3	44-2	46-1	27-6	24-6	30-0	47-0	45-9	32-0	54-4	20-5	20-1	58-2	14-0	47-0	35-7	8-0	4-5	7-9	10-0
8—Saint John.....	47-1	44-9	40-4	27-1	24-0	30-0	46-5	47-5	32-4	51-4	20-5	20-0	58-9	15-0	46-9	34-6	7-3	4-2	7-1	9-7
Quebec—																				
9—Chicoutimi.....	45-7	42-6	42-7	27-4	22-5	....	....	43-7	33-6	54-5	21-7	....	58-7	15-0	44-8	23-7	6-7	4-3	....	9-9
10—Hull.....	42-7	40-4	40-1	28-0	22-4	30-4	44-2	43-4	31-9	52-5	19-7	20-2	57-9	15-0	44-2	32-3	5-3	3-8	7-6	9-4
11—Montreal.....	44-3	41-4	44-1	25-9	24-1	30-0	44-3	43-0	31-8	53-3	20-0	19-8	58-9	15-5	45-3	35-2	9-0	3-8	7-1	9-2
12—Quebec.....	45-0	42-0	43-0	27-8	22-6	29-7	48-6	39-9	31-8	50-8	20-8	20-5	57-5	15-0	45-6	35-0	5-5	3-6	8-0	9-5
13—St. Hyacinthe.....	41-5	37-3	38-8	26-6	22-0	31-7	....	41-2	30-9	51-3	20-4	19-7	56-4	14-0	45-1	33-6	5-3	4-1	8-0	9-8
14—St. Johns.....	....	....	....	....	....	....	....	....	....	55-7	21-3	20-6	57-3	14-0	45-0	36-0	5-3	4-1	8-2	9-7
15—Sherbrooke.....	45-6	41-3	41-9	27-8	22-8	33-9	46-5	42-1	30-1	50-1	20-6	20-0	56-8	15-0	44-4	35-7	5-3	4-2	7-9	9-8
16—Sorel.....	43-7	39-6	42-0	26-9	23-4	....	....	39-6	30-1	52-0	20-9	20-3	56-3	14-0	45-2	33-0	5-3	4-1	8-1	10-0
17—Thetford Mines.....	39-0	38-1	....	28-3	20-9	....	....	39-4	30-2	45-0	....	19-7	56-2	14-0	44-5	34-3	5-3	4-0	7-2	9-6
18—Three Rivers.....	43-1	40-3	38-7	28-7	24-0	30-7	....	39-1	30-7	53-7	20-6	19-6	56-9	15-0	45-1	34-8	6-0	3-9	7-7	9-6
Ontario—																				
19—Belleville.....	47-0	42-6	44-4	26-6	24-0	27-7	45-0	46-2	31-4	52-6	20-4	19-7	54-9	15-0	45-4	33-2	6-7	4-2	7-0	8-6
20—Brantford.....	47-3	43-9	44-1	27-7	23-8	30-8	45-0	45-7	31-4	52-7	20-3	20-0	56-1	15-0	45-4	35-2	6-7	4-2	7-4	9-1
21—Brockville.....	48-4	44-4	46-3	27-7	23-9	....	45-7	43-1	30-7	55-0	20-3	19-3	55-8	15-0	44-3	33-6	6-3	4-0	7-8	8-8
22—Chatham.....	46-0	42-1	43-2	26-7	25-4	....	45-0	46-3	33-2	52-0	20-3	20-1	54-1	15-0	44-9	36-8	5-3	4-1	6-7	8-7
23—Cornwall.....	47-5	44-5	45-6	28-0	27-1	....	45-7	45-1	32-6	52-0	20-5	19-7	57-0	15-0	45-1	33-6	6-0	3-9	7-3	9-1
24—Fort William.....	44-9	41-6	43-8	25-7	24-1	29-3	45-8	44-7	....	50-3	19-4	19-3	56-2	16-0	44-8	....	6-0	3-9	6-9	8-7
25—Galt.....	46-2	42-4	43-4	26-6	23-4	....	44-0	46-0	31-0	54-1	20-7	19-9	54-2	15-0	45-1	36-5	6-7	4-0	7-2	8-8
26—Guelph.....	46-6	43-5	43-7	27-7	24-7	33-2	44-9	46-1	32-6	51-7	20-7	19-9	55-9	15-0	45-5	36-5	6-0	4-1	7-2	8-7
27—Hamilton.....	46-0	42-9	44-4	27-3	24-2	30-2	44-8	46-1	31-4	52-8	20-3	19-3	56-1	16-0	45-6	36-7	6-0	4-2	7-4	8-8
28—Kingston.....	47-6	42-6	45-2	27-6	24-0	....	45-0	44-9	31-0	51-9	20-4	19-4	56-5	15-0	44-0	34-7	6-0	4-3	7-5	9-1
29—Kitchener.....	45-2	42-5	44-7	26-9	23-9	30-5	45-0	45-3	31-4	52-5	20-5	20-1	54-4	15-0	45-3	34-9	6-7	4-0	7-4	8-9
30—London.....	46-5	43-1	44-1	27-5	24-2	31-4	44-8	45-7	30-5	52-0	20-5	20-0	55-2	15-0	45-4	34-7	6-0	4-0	7-3	8-8
31—Niagara Falls.....	46-2	42-3	44-4	26-7	23-1	....	44-7	44-6	31-9	52-6	20-6	19-7	56-4	15-5	45-2	....	6-0	4-1	6-8	8-9
32—North Bay.....	45-3	41-9	44-0	26-6	24-6	31-0	45-1	44-6	....	51-2	21-0	19-7	59-0	16-0	45-3	....	6-7	4-2	8-1	9-7
33—Oshawa.....	45-7	43-2	45-4	27-4	23-7	....	45-0	46-6	30-8	52-4	20-7	19-6	56-3	15-0	45-7	35-6	6-0	4-0	7-1	9-0
34—Ottawa.....	46-3	43-0	44-2	26-8	23-9	30-2	45-9	44-6	31-3	53-6	20-6	19-4	57-9	15-0	44-5	32-9	6-7	3-8	7-5	8-8

COAL AND RENTALS IN CANADA, NOVEMBER, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, - per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 120 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)		
Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton			
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$		
17-7	16-3	16-6	8-7	7-4	34-5	16-0	21-0	49-5	66-6	45-9	25-8	40-0	31-9	8-6	8-1	54-8	38-0	.....	11-90	24-00-28-00(b)	1
18-0	15-6	16-4	9-1	6-3	38-7	15-8	18-1	45-7	55-1	.....	25-0	40-2	34-1	8-6	8-4	50-3	38-0	.....	12-63	27-50-31-50	2
.....	15-0	.....	7-9	6-8	44-2	16-1	19-3	45-9	54-0	.....	.....	38-3	33-0	8-3	8-3	53-9	38-0	.....	.....	16-00-20-00	3
17-2	16-0	15-9	8-7	6-5	41-7	17-5	19-0	49-5	56-3	46-7	24-7	39-2	32-0	8-6	8-5	50-5	37-8	.....	7-08	18-00-22-00(b)	4
18-3	16-0	.....	8-7	6-8	39-3	18-9	19-3	50-3	60-5	.....	26-0	38-6	34-2	8-7	8-7	51-6	38-0	.....	11-75	26-50-30-50	5
.....	15-5	.....	8-3	6-6	42-3	16-2	21-0	48-3	56-8	.....	24-5	39-7	31-3	8-5	8-3	51-3	37-9	.....	12-41	21-00-25-00(b)	6
18-3	15-7	.....	8-7	6-9	39-2	17-4	21-3	49-6	56-4	.....	23-7	39-2	33-9	9-0	8-9	51-2	38-0	.....	12-28	26-00-30-00(b)	7
17-7	15-5	15-7	8-5	6-3	37-8	16-6	19-7	50-7	54-3	46-2	25-0	38-1	33-4	8-5	8-4	48-6	38-0	.....	13-03	20-50-24-50(b)	8
16-0	15-3	15-7	8-0	8-3	42-4	15-7	20-7	48-0	55-0	44-8	.....	40-0	32-7	8-6	8-2	53-7	40-0	18-00	.....	.....	9
16-6	14-6	16-1	8-0	6-8	42-3	15-1	17-3	38-1	44-9	41-4	.....	35-6	29-6	8-3	8-1	45-7	38-9	16-75	.....	15-50-19-50	10
16-1	14-7	14-8	8-2	7-0	38-8	15-6	19-2	42-7	40-9	42-6	25-3	36-1	31-3	8-0	8-0	46-8	39-5	16-75	.....	23-00-27-00(b)	11
17-4	15-5	15-9	8-9	7-3	39-1	16-3	19-4	44-0	47-7	44-7	24-3	37-7	32-3	8-1	7-9	44-1	40-0	16-00	.....	27-50-31-50(b)	12
15-0	15-1	15-3	8-4	7-8	44-9	15-3	17-7	4	1	44-1	47-0	23-5	37-1	32-3	8-0	7-9	43-3	40-1	15-75	16-00-20-00(b)	13
16-4	15-5	15-7	7-0	8-4	44-4	15-7	20-7	49-0	47-2	43-3	.....	38-5	.....	8-0	7-9	42-3	39-7	15-50	.....	.....	14
17-2	14-8	16-0	8-4	7-2	41-2	15-5	19-3	45-9	43-1	46-4	23-3	39-4	32-9	8-0	8-0	41-7	39-5	17-50	.....	20-00-24-00(b)	15
16-4	14-7	15-2	8-4	7-2	45-9	16-3	19-2	48-1	49-5	44-4	.....	38-5	31-4	7-9	7-7	48-7	39-4	16-25	.....	.....	16
17-6	15-0	16-1	8-3	7-8	40-9	18-0	19-2	52-3	49-7	45-7	.....	38-4	32-7	8-1	7-6	47-8	39-3	19-00	.....	14-00-18-00(b)	17
16-6	14-9	15-2	8-7	8-1	40-0	16-4	20-3	44-1	46-5	43-3	.....	37-8	29-7	8-4	8-0	48-2	39-9	16-00	.....	20-00-24-00(b)	18
15-5	14-8	15-3	6-6	6-5	41-2	16-5	18-9	44-0	44-9	.....	24-4	35-1	31-2	8-4	8-3	44-9	39-0	16-00	.....	.....	19
16-4	15-3	16-0	8-3	6-5	40-4	17-0	18-5	40-8	44-3	.....	24-7	34-5	29-6	8-3	8-3	45-6	39-2	16-00	.....	22-00-26-00	20
16-1	14-9	15-8	7-6	7-0	42-3	16-5	.....	43-0	50-3	.....	25-4	36-2	29-6	8-3	8-1	45-3	38-4	16-00	.....	20-00-24-00	21
16-7	15-7	16-2	7-5	6-5	42-8	.....	19-7	39-2	42-3	.....	25-6	34-2	30-1	8-6	8-6	42-3	38-2	16-00	.....	21-50-25-50	22
16-9	16-5	16-0	7-8	7-1	42-9	.....	.....	43-0	41-3	.....	.....	36-2	31-0	8-1	8-1	45-6	38-6	16-50	.....	23-00-27-00(b)	23
16-6	15-0	14-6	6-8	6-2	41-4	15-5	.....	46-4	49-7	44-9	23-7	40-0	27-5	8-6	8-6	42-1	38-1	16-80	.....	25-50-29-50	24
16-7	15-5	15-4	7-2	6-4	36-2	16-2	17-5	40-1	48-0	44-7	24-4	33-6	29-2	8-5	8-3	44-6	39-6	16-00	.....	22-00-26-00	25
.....	16-0	15-9	7-3	6-4	40-4	.....	18-9	40-6	43-2	40-7	24-7	34-7	29-9	8-5	8-4	44-0	38-6	16-00	.....	22-50-26-50	26
16-7	15-0	15-6	6-8	6-5	41-9	17-3	17-6	46-7	43-0	43-2	24-2	34-4	30-1	8-1	8-1	43-4	39-4	15-50	.....	26-50-30-50	27
16-6	15-0	15-5	7-5	6-9	43-5	17-3	18-4	44-0	45-7	43-4	25-0	36-5	29-3	8-1	8-0	43-9	38-8	16-00	.....	29-50-33-50	28
16-3	15-3	15-2	7-3	6-5	38-1	16-0	18-7	42-4	45-3	41-0	24-5	34-9	30-3	8-6	8-4	42-3	39-4	16-00	.....	27-50-31-50	29
17-0	15-4	15-9	7-0	6-2	41-5	17-0	18-0	42-4	44-2	42-8	25-2	34-1	28-9	8-6	8-4	44-2	39-2	16-50	.....	27-00-31-00	30
17-0	15-0	15-3	6-2	5-5	39-4	17-0	17-3	46-3	44-0	.....	24-2	35-9	29-3	8-5	8-6	44-3	39-5	14-63	.....	25-00-29-00	31
17-9	15-9	.....	7-1	5-7	45-0	17-0	18-3	44-5	49-9	.....	25-3	36-1	31-0	9-0	8-9	50-5	39-5	17-25	.....	23-00-27-00	32
16-9	15-2	15-7	7-9	5-4	36-9	18-7	17-5	43-0	41-6	.....	24-7	35-7	29-3	8-5	8-2	46-7	39-5	16-00	.....	26-00-30-00	33
16-5	15-0	15-9	8-1	7-1	41-8	17-4	18-8	46-3	44-6	45-0	.....	37-4	31-0	8-3	8-1	44-0	39-0	16-75	.....	31-50-35-50	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					(c)	Pork		(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)	(c)
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.		Veal, from trol (honeless), per lb.	Lamb, leg roast, per lb.														Fresh loins, centre cut (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	45-1	42-6	44-0	26-7	23-4	....	....	46-0	31-5	53-2	20-5	20-0	54-3	15-0	45-3	34-2	6-0	4-2	6-8	9-1
36—Peterborough.....	47-9	44-5	46-0	28-1	25-0	32-0	45-0	45-2	31-0	51-8	20-5	19-4	55-3	15-0	45-3	35-5	6-0	4-3	7-6	8-5	
37—Port Arthur.....	46-0	42-3	43-3	26-0	23-8	29-0	44-9	46-0	32-5	53-4	19-5	19-4	56-5	16-0	45-0	....	6-3	4-1	6-3	8-9
38—St. Catharines.....	46-0	42-5	43-6	27-3	24-1	30-3	44-6	46-6	31-7	51-6	20-8	19-4	56-8	15-5	45-7	36-3	6-0	4-1	7-1	8-9	
39—St. Thomas.....	46-5	43-0	43-9	27-2	24-0	30-6	45-5	45-5	32-9	51-6	20-9	20-2	55-8	15-0	45-6	34-4	6-0	4-2	7-3	9-2	
40—Sarnia.....	47-2	43-8	43-9	28-6	24-7	33-3	44-0	45-9	31-6	51-3	20-6	20-6	56-0	15-0	45-7	35-3	6-0	4-0	7-1	9-2	
41—Sault Ste. Marie.....	46-8	42-7	43-2	27-4	24-8	....	43-3	47-6	31-3	50-3	20-1	19-4	58-6	16-0	44-8	34-7	6-7	4-0	7-3	8-7
42—Stratford.....	44-5	41-9	42-9	27-0	23-9	....	45-0	45-5	30-0	52-1	20-6	20-7	53-9	15-0	45-4	36-5	5-3	3-9	7-6	9-1
43—Sudbury.....	45-2	41-4	41-7	26-7	24-2	28-4	43-4	43-9	33-8	49-9	20-7	20-2	58-5	16-0	44-5	34-8	6-7	4-1	7-5	8-9	
44—Timmins.....	47-0	42-6	44-5	27-3	24-0	29-4	43-1	45-2	....	52-0	20-8	19-9	58-9	17-0	44-8	35-4	6-7	4-2	7-7	9-5
45—Toronto.....	47-0	43-3	45-4	28-0	23-7	30-6	44-5	46-9	31-0	52-8	20-1	19-3	57-2	16-0	45-3	38-0	6-7	4-2	7-2	8-7	
46—Welland.....	45-5	42-2	42-7	26-5	23-6	29-8	....	44-3	31-8	51-9	20-9	20-2	55-9	16-0	45-5	36-8	6-7	4-1	7-2	8-9
47—Windsor.....	46-1	42-2	44-4	27-0	24-1	32-3	45-0	46-7	32-2	51-6	20-4	19-8	56-3	16-0	45-0	36-3	6-0	4-1	7-2	8-8	
48—Woodstock.....	46-7	43-7	43-7	29-0	25-3	....	....	45-3	32-5	50-7	20-5	19-8	55-5	15-0	45-0	33-6	6-0	3-8	7-0	8-8
Manitoba—																					
49—Brandon.....	44-7	40-5	41-5	25-3	23-3	....	43-7	45-0	....	50-6	19-2	21-2	54-9	13-0	42-7	....	7-1	3-8	5-4	9-0
50—Winnipeg.....	44-3	39-7	37-0	24-9	22-1	27-8	42-5	43-9	31-4	49-7	18-6	19-7	54-6	14-0	42-4	34-5	8-0	3-6	6-5	8-7	
Saskatchewan—																					
51—Moose Jaw.....	41-8	37-7	38-5	24-0	21-0	....	41-8	39-0	....	18-3	21-9	....	15-0	42-5	....	....	7-2	3-8	6-5	8-7
52—Prince Albert.....	40-0	37-6	....	23-6	....	....	40-7	....	....	49-2	19-0	21-4	53-4	14-0	43-3	....	6-0	4-1	6-3	8-7
53—Regina.....	42-7	39-3	39-8	24-1	21-7	27-7	43-0	41-0	28-2	49-7	18-9	22-2	54-0	14-0	42-4	....	6-8	3-8	5-6	9-1
54—Saskatoon.....	43-0	39-7	38-8	24-6	21-4	28-0	40-8	41-6	28-9	49-7	18-5	21-2	53-6	14-0	42-2	37-0	7-2	3-7	6-1	8-9	
Alberta—																					
55—Calgary.....	44-9	40-4	40-2	24-9	22-1	27-5	41-9	....	....	51-1	18-7	20-7	53-5	14-0	43-0	36-3	7-2	3-8	5-7	8-7
56—Drumheller.....	43-0	39-6	38-7	24-2	21-4	....	....	....	....	51-1	19-3	22-3	52-8	14-0	44-3	....	8-0	4-4	7-2	9-0
57—Edmonton.....	44-6	40-0	40-4	24-0	22-8	26-2	40-6	41-2	26-7	50-4	19-0	21-5	52-2	14-0	43-2	36-2	7-2	3-8	6-3	8-7	
58—Lethbridge.....	44-8	39-8	38-2	24-4	22-0	27-3	41-5	44-3	29-0	49-1	19-2	22-2	53-1	14-0	43-0	....	8-0	3-9	6-1	8-7
British Columbia—																					
59—Nanaimo.....	49-2	43-9	45-8	27-7	24-6	....	43-7	....	....	53-0	....	....	50-6	16-0	45-0	....	9-0	4-2	7-3	9-4
60—New Westminster.....	47-1	42-3	42-3	26-0	23-9	29-5	43-6	....	....	52-0	20-5	20-5	50-3	14-0	44-8	....	8-5	4-1	7-3	9-2
61—Prince Rupert.....	46-3	43-0	45-5	26-0	24-0	29-0	45-5	....	....	53-0	20-7	21-9	57-1	19-0	45-0	....	10-0	4-9	8-3	9-7
62—Trail.....	46-5	42-2	44-6	25-4	24-5	29-0	45-0	45-3	....	52-9	20-2	23-1	56-2	17-0	44-9	35-5	9-0	4-0	7-2	9-3
63—Vancouver.....	47-8	43-2	44-1	27-1	24-3	28-7	44-0	46-1	32-9	53-2	20-5	20-3	50-7	14-0	44-7	36-0	9-6	4-1	7-0	8-9	
64—Victoria.....	47-3	43-5	44-8	26-8	24-0	29-3	45-0	46-5	32-4	53-5	21-2	20-9	53-0	15-0	44-8	38-0	9-6	4-3	7-3	9-0	

COAL AND RENTALS IN CANADA, NOVEMBER, 1946

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per 10 .	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
16-8	15-3	15-9	7-7	5-8	39-0	16-4	18-0	49-2	48-5	....	24-2	35-8	31-0	8-6	8-5	47-9	39-2	16-50	.....	16-00-20-00	35
16-8	14-7	16-1	7-3	6-5	41-0	16-8	18-6	45-0	43-5	44-7	24-8	36-1	30-2	8-7	8-6	43-2	39-1	16-75	.....	24-00-28-00	36
16-7	15-5	14-6	7-0	6-4	44-4	16-2	....	45-3	48-7	44-9	25-5	37-8	29-2	8-6	8-5	42-6	38-4	16-80	.....	23-00-27-00	37
16-6	14-9	15-0	7-0	5-9	40-3	17-0	18-0	41-3	44-5	45-3	24-5	34-0	30-6	8-4	8-2	43-7	39-5	15-75	.....	27-00-31-00	38
16-8	15-7	15-3	7-1	6-4	38-6	....	18-0	44-6	47-2	....	24-7	36-3	29-5	8-7	8-6	47-0	40-0	16-00	.....	21-00-25-00	39
16-5	16-2	16-0	7-8	7-1	45-3	16-4	19-0	43-8	44-7	....	25-1	35-9	29-9	8-8	8-7	45-3	39-2	16-50	.....	.....	40
17-6	15-0	16-1	7-0	6-3	45-6	15-6	18-5	40-6	46-8	....	25-0	36-4	30-0	8-5	8-5	42-0	39-0	17-00	.....	23-00-27-00	41
17-0	15-7	17-0	6-9	6-3	40-1	17-3	18-7	44-0	45-3	43-3	24-6	34-6	31-6	8-8	8-6	45-7	38-7	16-00	.....	22-00-26-00	42
18-0	15-7	16-4	7-8	6-4	38-5	16-5	19-9	42-4	49-1	....	24-3	36-3	30-7	8-8	8-5	44-9	38-6	17-75	.....	28-50-32-50	43
17-8	16-1	17-0	7-1	6-0	45-1	16-6	19-5	47-6	47-7	48-8	25-4	37-3	33-0	8-8	8-8	43-5	39-1	19-50	.....	27-50-31-50	44
16-5	15-1	15-5	7-3	5-1	39-5	17-2	18-6	40-9	42-5	42-3	24	4351	30-0	8-2	8-0	45-1	38-7	15-50	.....	32-50-36-50	45
16-6	14-8	14-9	6-4	5-4	40-5	....	16-9	45-8	43-0	....	23-4	35-4	29-1	8-3	8-3	41-6	39-1	15-50	.....	.....	46
16-8	15-7	15-6	7-6	5-8	41-3	16-5	18-0	42-2	41-9	....	....	34-1	28-4	8-2	8-0	43-4	38-7	16-00	.....	25-00-29-00	47
16-2	15-4	15-4	7-1	6-3	37-9	....	17-7	39-8	44-3	....	25-0	34-5	29-3	8-6	8-5	45-3	39-2	16-00	.....	22-50-26-50	48
16-6	16-8	17-1	7-1	5-4	38-4	16-3	19-0	46-3	46-4	49-0	26-0	39-5	28-8	9-2	9-0	45-9	38-0	.....	9-15	21-50-25-50	49
18-0	16-7	17-6	8-7	6-4	39-3	15-8	18-5	46-8	42-7	47-4	25-5	37-6	28-5	9-0	9-0	37-7	37-7	.....	14-20	26-50-30-50	50
19-7	15-6	17-0	9-0	6-1	40-3	....	20-3	48-4	47-8	....	23-5	36-8	29-8	9-7	9-7	44-0	37-8	.....	11-40	22-50-26-50	51
17-0	16-2	17-4	7-4	7-5	45-9	17-7	20-3	46-7	53-4	43-0	23-1	38-4	29-8	9-9	9-6	42-9	38-4	.....	10-50	19-50-23-50	52
18-3	16-4	17-0	8-4	6-3	39-2	15-3	19-7	46-3	42-2	44-7	24-9	37-4	29-8	9-3	9-7	44-0	38-1	.....	12-60	28-50-32-50	53
17-0	17-3	17-6	7-8	6-8	42-1	16-9	20-1	47-4	53-9	44-4	23-2	37-3	29-9	9-7	9-9	45-1	37-9	.....	11-20	22-50-26-50	54
18-8	15-6	16-3	9-4	6-1	46-0	16-5	19-8	45-7	49-6	45-5	24-7	34-7	29-7	9-0	9-5	42-3	37-7	.....	9-60	26-00-30-00	55
19-2	16-5	17-1	9-0	6-1	50-3	16-2	20-9	42-3	51-3	48-3	23-9	37-4	30-9	9-6	9-7	42-7	38-0	.....	.....	21-00-25-00	56
17-9	15-7	16-4	9-2	6-7	40-9	16-4	19-6	47-4	44-8	52-8	21-9	36-1	28-0	9-2	9-5	43-6	37-5	.....	6-80	25-50-29-50	57
.....	15-3	15-7	8-6	5-9	38-1	15-5	19-7	48-1	46-1	....	21-9	34-2	29-4	9-2	9-3	43-8	37-6	.....	6-50	22-00-26-00	58
18-8	16-3	17-0	8-7	6-4	48-5	....	17-7	41-4	39-8	56-3	24-4	32-0	27-4	8-9	8-9	41-3	38-4	.....	.....	17-00-21-00	59
16-8	15-9	17-3	8-3	6-4	46-2	12-3	18-8	41-6	38-6	....	22-7	33-9	27-2	8-0	7-9	37-6	37-9	.....	14-70	20-50-24-50	60
17-6	16-8	18-1	9-1	7-0	57-9	14-3	18-8	50-3	48-5	50-6	23-3	34-5	29-5	8-9	8-7	44-1	38-3	.....	15-50	20-00-24-00	61
.....	16-4	17-6	8-8	6-9	51-0	13-9	19-1	45-8	50-4	59-0	22-6	34-3	28-9	8-9	8-8	40-5	37-7	.....	13-00	23-00-27-00	62
18-0	15-5	16-7	9-2	6-4	47-0	13-6	17-5	44-0	38-9	52-7	23-5	31-3	26-9	8-0	8-1	40-1	37-8	.....	14-70	25-00-29-00	63
18-0	16-3	16-6	8-3	6-3	45-8	14-4	18-6	44-1	40-3	49-0	23-1	31-9	26-7	8-9	8-4	44-4	38-4	.....	14-95	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses. (c) Revised.

Wholesale Prices

Table V represents several comparisons. During the recent war period, the rate of increase in the general wholesale price index was much less rapid than in the same period of World War I. In the rapid inflation following World War I, prices continued to advance, with the result that they were two and one-half times their pre-war level by May, 1920. By contrast, they have risen less than one-half, from 1939 to date. Moreover, the slow rate of increase has continued during the difficult period of reconversion, so that the general index is now only 6 per cent higher than it was a year ago.

Among the various components of the general index at the present time, the leaders consist of Animal Products, Wood Products and Iron and Steel Products. They are leaders with respect to a 1926 base. But if 1939 is taken as base, Iron and Steel Products drop out,

being replaced by Vegetable Products.* Thus, the farm group and the lumber group are the two that have shown the largest increases during the past seven years. Their pre-war standings may have been unduly low, so that large increases may have been necessary to restore their proper position. But on the other hand, restoration may have been considerably exceeded, no matter what base in the past is chosen from which to start. These two groups have never been as well off in the past twenty years as they are now. At the present time their relative well-being could not be considered as a maladjustment in the price structure, in the sense that this leads to inability of purchasers to take the available output at existing prices. It is more of the nature of an inducement to expanded output, to meet the known shortages that exist in these fields at the present time.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA.

1926=100

	1913	1918	1920	1922	Oct. 1926	Oct. 1929	Oct. 1933	Oct. 1941	Oct. 1942	Oct. 1943	Oct. 1944	Oct. 1945	Sept. 1946	Oct. 1946
All commodities.	64.0	127.4	155.9	97.3	98.1	96.8	67.9	93.9	96.6	101.9	102.3	103.6	109.1	110.8
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	96.9	96.3	59.2	80.0	85.7	94.1	94.6	96.3	97.4	97.1
II Animals and Their Products.....	70.9	127.1	145.1	96.0	98.3	109.9	60.8	101.1	103.3	109.6	106.3	108.9	115.3	119.6
III Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	96.6	90.4	71.4	97.2	91.9	91.9	91.7	91.8	98.2	98.2
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	98.9	93.0	64.4	98.7	102.8	114.2	118.1	120.5	131.2	138.3
V Iron and Its Products.....	68.9	156.9	168.4	104.6	99.7	93.5	85.7	112.8	115.8	115.9	117.0	116.9	128.6	128.6
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	98.3	97.5	65.5	77.6	79.7	79.7	79.7	80.9	89.7	89.7
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.2	92.3	85.2	98.1	99.3	100.5	101.8	101.5	102.6	103.8
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.7	95.4	81.0	103.7	102.2	100.2	100.1	99.1	94.4	94.7
Classified According to Purpose														
I Consumers Goods.....	62.0	102.7	136.1	96.9	98.0	95.5	72.1	96.6	96.3	97.3	97.1	98.3	101.4	103.0
A. Food.....	61.8	119.0	150.8	90.2	97.5	103.7	64.7	96.0	100.0	103.1	100.8	103.8	107.5	109.9
B. Beverages and Tobacco.....	62.2	91.9	126.3	101.4	98.3	90.1	77.1	97.0	93.8	98.4	94.6	94.6	97.4	98.4
Other Consumers Goods.....	67.7	133.3	164.8	98.8	97.9	97.1	63.4	85.7	89.4	98.2	99.7	100.3	105.7	107.3
II Producers' Goods.....	55.1	81.9	108.6	104.1	97.4	94.3	85.4	107.9	110.0	114.3	118.4	117.7	120.3	122.6
Producers' Equipment.....	69.1	139.0	171.0	98.2	97.9	97.4	60.9	83.2	87.1	96.4	97.6	98.4	104.1	105.6
Producers' Materials.....	67.0	100.7	144.0	108.7	98.1	98.5	81.0	112.1	116.5	124.0	127.4	127.0	135.1	136.0
Building and Construction Materials.....	69.5	148.1	177.3	95.8	97.9	97.1	57.5	78.3	82.1	91.7	92.5	93.5	98.9	100.4
Manufacturers' Materials.....														
Classified according to origin														
I Farm														
A. Field.....	59.2	134.7	176.4	91.2	96.7	94.0	59.6	79.3	82.3	90.0	90.1	91.3	93.2	92.9
B. Animal.....	70.1	129.0	146.0	95.9	98.9	106.3	62.6	98.8	99.6	102.4	100.6	102.4	107.0	114.4
Farm (Canadian).....	64.1	132.6	160.6	88.0	98.6	105.9	51.2	74.1	85.7	103.6	102.9	108.7	110.5	112.8
II Marine.....	65.9	111.6	114.1	91.7	102.4	110.4	68.5	101.4	117.7	136.0	130.5	131.4	149.8	149.8
III Forest.....	60.1	99.7	151.3	106.8	98.9	92.9	64.7	98.3	102.3	113.5	117.3	119.8	130.3	137.2
IV Mineral.....	67.9	115.2	134.6	106.4	99.5	92.1	81.5	97.4	98.7	99.3	100.3	99.8	104.5	105.1
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	98.3	100.5	57.5	85.4	92.2	103.2	103.5	105.6	108.1	112.4
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	98.1	93.7	71.2	93.1	92.1	93.7	93.6	94.1	99.7	101.2

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistics-tician	Cost of Living, Commonwealth Statistics-tician	Whole-sale, Government Statistics-tician	Cost of Living, Government Statistics-tician
Description of Index	508	1835-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910 = 1000	1936-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
	Number of Commodities:													
Base Period:	1926		1926		1930									
	Cost of Living, Federal Labour Department													
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(g) 100	(a) 100	(c) 100	1125	.....	.....	.....	.....	748
1914.....	65.5	79.7	68.1	71.8	.....	100	.....	.....	1090	814	.....	.....	.....	628
1915.....	70.4	80.7	69.5	72.5	.....	123	.....	.....	1204	855	.....	.....	.....	676
1916.....	84.3	87.0	85.5	77.9	.....	146	.....	.....	1379	908	.....	.....	.....	724
1917.....	114.3	102.4	117.5	101.6	.....	176	.....	.....	1583	996	.....	.....	.....	802
1918.....	127.4	115.6	131.3	107.5	.....	203	.....	.....	1723	1064	.....	.....	.....	1024
1919.....	134.0	126.5	138.0	123.8	.....	215	.....	.....	1854	1177	.....	.....	.....	786
1920.....	155.9	145.4	154.4	143.0	.....	249	.....	.....	222	1458	.....	.....	.....	912
1921.....	110.0	129.9	97.6	127.7	.....	226	.....	.....	200	1320	.....	.....	.....	1019
1922.....	97.3	120.4	96.7	119.7	.....	183	.....	.....	1805	1445	.....	.....	.....	1428
1923.....	100.0	121.8	100.0	126.4	.....	172	.....	.....	1387	1063	.....	.....	.....	952
1924.....	96.4	120.5	96.7	122.6	.....	166	.....	.....	161	1053	.....	.....	.....	1010
1925.....	95.6	121.7	95.3	122.5	.....	164	.....	.....	1305	1069	.....	.....	.....	1006
1926.....	86.6	120.8	86.4	119.4	.....	157	.....	.....	1155	1041	.....	.....	.....	981
1927.....	67.1	94.4	65.9	92.4	.....	140	.....	.....	1047	932	.....	.....	.....	904
1928.....	78.6	102.2	78.6	100.8	.....	156	.....	.....	1317	1174	.....	.....	.....	951
1929.....	75.4	101.5	77.1	99.4	.....	158	.....	.....	138	1146	.....	.....	.....	990
1930.....	82.9	105.6	78.6	100.2	.....	184	.....	.....	143	1273	.....	.....	.....	1035
1931.....	90.0	111.7	87.3	105.2	.....	199	.....	.....	174	1398	.....	.....	.....	1073
1932.....	95.7	117.0	98.8	116.5	.....	200	.....	.....	183	1569	.....	.....	.....	1109
1933.....	100.0	118.4	103.1	123.6	.....	199	.....	.....	203	1706	.....	.....	.....	1163
1934.....	102.5	118.9	104.0	125.5	.....	201	.....	.....	203	1824	.....	.....	.....	1203
1935.....	103.6	119.5	105.8	128.4	.....	166.2	.....	.....	207	1766	.....	.....	.....	1258
1936.....	103.3	119.9	105.2	128.9	.....	169.0	.....	.....	210	1792	.....	.....	.....	1303
1937.....	103.6	119.7	105.9	128.9	.....	169.4	.....	.....	219.7	1808	.....	.....	.....	1364
1938.....	103.6	119.7	106.8	129.3	.....	169.4	.....	.....	207	1807	.....	.....	.....	1405
1939.....	103.9	120.1	107.1	129.9	.....	169.3	.....	.....	218.5	1834	.....	.....	.....	1461
1940.....	104.6	119.9	107.1	129.9	.....	171.9	.....	.....	207	1863	.....	.....	.....	1502
1941.....	105.2	119.9	107.7	129.9	.....	171.6	.....	.....	214.3	1832	.....	.....	.....	1604
1942.....	105.6	120.1	108.9	130.2	.....	171.6	.....	.....	206	1767	.....	.....	.....	1693
1943.....	106.6	120.1	108.9	130.2	.....	172.5	.....	.....	203	1792	.....	.....	.....	1693
1944.....	108.2	120.8	110.2	130.7	.....	172.5	.....	.....	205	1840	.....	.....	.....	1688
1945.....	108.6	121.0	112.0	133.7	.....	173.0	.....	.....	208	1830	.....	.....	.....	1613
1946.....	109.1	121.4	112.9	134.7	.....	174.0	.....	.....	213.2	1848	.....	.....	.....	1610
1947.....	109.5	122.6	113.9	137.3	.....	176.3	.....	.....	207	1848	.....	.....	.....	1608
1948.....	109.2	125.6	120.1	141.0	.....	176.5	.....	.....	213.9	1835	.....	.....	.....	1607
1949.....	109.1	125.8	124.0	145.9	.....	177.2	.....	.....	207	1830	.....	.....	.....	1608
1950.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1951.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1952.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1953.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1954.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1955.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1956.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1957.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1958.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1959.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1960.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1961.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1962.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1963.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1964.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1965.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1966.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1967.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1968.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1969.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1970.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1971.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1972.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1973.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1974.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1975.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1976.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1977.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1978.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1979.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1980.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1981.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1982.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1983.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1984.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1985.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1986.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1987.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1988.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1989.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1990.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1991.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1992.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1993.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1994.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1995.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1996.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1997.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608
1998.....	110.8	127.1	127.1	148.4	.....	.....	.....	.....	207	1830	.....	.....	.....	1608

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at September 30, 1946

IN the accompanying tables, which have been prepared by the Department of National Health and Welfare, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating. Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$125* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

The administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935. By a second Order in Council, P.C. 5942, dated September 7, 1945, the administration was transferred from the Department of Finance to the Department of National Health and Welfare from September 1, 1945.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

* Amended by Orders in Council P.C. 6367, August 10, 1943, P.C. 3376 and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT SEPTEMBER 30, 1946

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1923	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	12,531	17,343	13,311	13,125	15,168	63,424
Average monthly pension.....	24.15	24.28	24.54	22.58	22.73	24.50
*Percentage of pensioners to total population.....	1.52	1.83	1.81	2.80	2.44	1.58
*Percentage of persons over 70 years of age to total population.....	3.39	4.95	4.08	4.49	5.15	5.02
*Percentage of pensioners to popula- tion over 70 years of age.....	44.75	36.90	44.37	62.50	47.40	31.55
Dominion Governments' contribu- tions for quarter ended September 30, 1946.....	\$672,633 42	\$934,905 62	\$705,261 11	\$660,568 04	\$769,864 91	\$3,462,628 45
Amounts charged to Demobilization and Reconversion for quarter ended Sept. 30, 1946 and included in Dominion Government's contribu- tions for the same period.....	\$140,924 74	\$195,433 30	\$148,022 46	\$148,385 50	\$170,843 51	\$717,957 07
Dominion Government's contribu- tions April 1-September 30, 1946...	\$1,333,662 77	\$1,853,600 98	\$1,397,951 76	\$1,306,912 36	\$1,528,272 41	\$6,827,777 70
Amounts charged to Demobilization and Reconversion April 1-Sept. 30, 1946 and included in Dominion Government's contributions for the same period.....	\$279,566 08	\$387,758 80	\$294,119 03	\$294,014 28	\$339,802 69	\$1,416,751 27
Dominion Governments' contribu- tions from inception of Old Age Pensions Act.....	\$25,182,451 33	\$34,748,507 71	\$32,008,482 42	\$17,820,014 38	\$25,805,250 95	\$150,015,452 71
Amounts charged to War Appropria- tion, War Expenditure and Demobi- lization Appropriation and Demobi- lization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contribu- tions from inception of Old Age Pensions Act.....	\$1,523,188 64	\$2,115,591 09	\$1,695,062 72	\$1,445,347 22	\$1,667,724 03	\$7,611,113 79
Charged to War Appropriation.....	\$1,108,453 38	\$1,539,387 85	\$1,256,559 03	\$1,007,715 09	\$1,160,792 77	\$5,496,719 84
Charged to War Expenditure and Demobilization Appropriation.....	\$135,169 18	\$188,444 44	\$144,384 66	\$143,617 85	\$167,128 57	\$697,642 68
Charged to Demobilization and Reconversion.....	\$279,566 08	\$387,758 80	\$294,119 03	\$294,014 28	\$339,802 69	\$1,416,751 27

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	2,074	53,066	14,119	14	204,175
Average monthly pension.....	19.16	23.96	24.47	24.64	.....
*Percentage of pensioners to total population.....	2.25	1.49	1.67	.12	.....
*Percentage of persons over 70 years of age to total population.....	6.52	3.23	3.55	1.52	.....
*Percentage of pensioners to popula- tion over 70 years of age.....	34.57	46.14	47.06	7.65	.....
Dominion Government's contribu- tions for quarter ended September 30, 1946.....	\$87,788 60	\$2,857,926 03	\$778,146 33	\$1,013 24	\$10,930,735 75
Amounts charged to Demobilization and Reconversion for quarter ended Sept. 30, 1946 and included in Do- minion Government's contributions for the same period.....	\$17,557 72	\$588,226 62	\$161,658 50	\$203 25	\$2,289,212 67
Dominion Government's contribu- tions April 1-September 30, 1946...	\$171,867 06	\$5,647,791 75	\$1,535,751 20	\$1,985 99	\$21,605,573 98
Amounts charged to Demobilization and Reconversion April 1-Sept. 30, 1946 and included in Dominion Government's contributions for the same period.....	\$34,373 41	\$1,162,755 61	\$319,217 24	\$390 39	\$4,528,748 80
Dominion Government's contribu- tions from inception of Old Age Pensions Act.....	\$2,739,237 11	\$82,529,984 57	\$30,769,512 96	\$33,351 79	\$401,652,245 93
Amounts charged to War Appropria- tion, War Expenditure and Demobi- lization Appropriation and Demobi- lization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of Old Age Pensions Act..	\$192,391 64	\$6,690,626 79	\$1,797,883 47	\$1,964 04	\$24,740,893 43
Charged to War Appropriation.....	\$141,252 62	\$4,955,916 70	\$1,325,022 81	\$1,358 34	\$17,993,178 43
Charged to War Expenditure and Demobilization Appropriation.....	\$16,765 61	\$571,954 48	\$153,643 42	\$215 31	\$2,218,966 20
Charged to Demobilization and Reconversion.....	\$34,373 41	\$1,162,755 61	\$319,217 24	\$390 39	\$4,528,748 80

Percentages based on the estimated population as at June 1, 1945—Dominion Bureau of Statistics.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT SEPTEMBER 30, 1946

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	280	357	386	744	670
Average monthly pension.....	24.53	24.47	24.81	24.67	24.30
*Percentage of pensioners to total population.....	.034	.038	.052	.159	.108
Dominion Government's contributions for quarter ended Sept. 30, 1946.....	\$15,386 88	\$19,876 45	\$21,936 11	\$41,134 04	\$36,632 18
Amounts charged to Demobilization and Reconversion for quarter ended Sept. 30, 1946 and included in Dominion Government's contributions for the same period.....	\$3,150 31	\$4,072 53	\$4,491 50	\$8,411 95	\$7,645 05
Dominion Government's contributions April 1-September 30, 1946.....	\$30,426 65	\$39,101 82	\$42,970 17	\$82,219 15	\$73,085 86
Amounts charged to Demobilization & Reconversion April 1-Sept. 30, 1946 and included in Dominion Government's contributions for the same period.....	\$6,229 37	\$8,036 61	\$8,797 28	\$16,838 08	\$15,282 15
Dominion Government's contributions from inception of amendment to the Old Age Pensions Act..	\$350,891 38	\$504,741 79	\$517,177 02	\$1,125,491 99	\$963,246 31
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to Old Age Pensions Act.	\$34,587 40	\$46,269 36	\$49,345 18	\$92,497 48	\$79,596 41
Charged to War Appropriation.....	\$25,340 82	\$34,386 71	\$36,303 69	\$67,359 37	\$56,644 86
Charged to War Expenditure and Demobilization Appropriation.....	\$3,017 21	\$3,846 04	\$4,244 21	\$8,300 03	\$7,669 40
Charged to Demobilization and Reconversion.....	\$6,229 37	\$8,036 61	\$8,797 28	\$16,838 08	\$15,282 15

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskat- chewan Act effective Nov. 15, 1937	N.W.T. Order in Council effective Mar. 30, 1938	Totals
Number of pensioners.....	1,608	119	2,665	356	1	7,186
Average monthly pension.....	24.70	22.80	24.73	24.85	25.00	.....
*Percentage of pensioners to total population.....	.040	.129	.075	.042	.008	.....
Dominion Government's contributions for quarter ended Sept. 30, 1946.....	\$90,913 35	\$6,071 04	\$150,460 15	\$20,365 67	\$75 00	\$402,850 87
Amounts charged to Demobilization and Reconversion for quarter ended Sept. 30, 1946 and included in Dominion Government's contributions for the same period.....	\$18,696 80	\$1,214 21	\$30,940 82	\$4,143 31	\$15 00	\$82,781 48
Dominion Government's contributions April 1-September 30, 1946.....	\$178,634 86	\$12,003 35	\$299,710 04	\$40,553 61	\$100 00	\$798,805 51
Amounts charged to Demobilization and Reconversion April 1-Sept. 30, 1946 and included in Dominion Government's contributions for the same period.....	\$36,730 56	\$2,400 67	\$61,447 06	\$8,243 56	\$20 00	\$164,025 34
Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$2,377,855 39	\$144,399 70	\$3,546,652 59	\$501,184 07	\$100 00	\$10,031,740 24
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to Old Age Pension Act.....	\$199,680 46	\$13,613 23	\$342,234 65	\$46,893 86	\$20 00	\$904,738 03
Charged to War Appropriation.....	\$144,827 80	\$10,030 78	\$251,329 01	\$34,700 66	.....	\$660,923 70
Charged to War Expenditure and Demobilization Appropriation.....	\$18,122 10	\$1,181 78	\$29,458 58	\$3,949 64	.....	\$79,788 99
Charged to Demobilization and Reconversion.....	\$36,730 56	\$2,400 67	\$61,447 06	\$8,243 56	\$20 00	\$164,025 34

* Percentages based on the estimated population as at June 1, 1945—Dominion Bureau of Statistics.

Labour and Industry in New Brunswick and British Columbia

New Brunswick

THE second annual report of the New Brunswick Department of Labour covers the fiscal year ending October 31, 1945. It is stated that the Department "endeavoured to render utmost possible assistance" in the rehabilitation of former members of the Armed Forces. This was evident especially in the matter of apprenticeship training. Other services administered by the Department included factory inspection, boiler inspection, examination and classification of stationary engineers, and conciliation and arbitration in labour disputes. Tribute was paid to labour and employers of the province for "the continuation of harmonious labour relations and for the consideration which each has shown for the other's problems".

New Labour legislation.—Legislative changes made during the year ending October 31, 1945 (to which reference was made in the November, 1945, issue of the *LABOUR GAZETTE*, pp. 1694-6) were:

(1) *An Act to Amend the Steam Boiler and Pressure Vessel Act.* Upon proclamation, this Act will provide for the appointment of boiler inspectors who will be under Departmental supervision and all fees paid to the Provincial Secretary-Treasurer. Previously boiler inspectors were licensed by the Board of Examiners and their licenses entitled them to inspect and certify uninsured boilers without supervision.

(2) *The Labour Relations Act, 1945.* This Act was designed to take the place of the Wartime Labour Regulations (P.C. 1003) when the latter became ineffective at the end of the war emergency period.

(3) *The Minimum Wage Act, 1945.* It is intended mainly to clarify the authority of the Minimum Wage Board to establish minimum rates of wages for both men and women employed in various industries.

(4) *An Act to Repeal the Labour and Industrial Relations Act.* When the Labour Relations Act, 1945 and the Minimum Wage Act, 1945, have been proclaimed they will take the place of the Labour and Industrial Relations Act (1938) which will be repealed by proclamation of *An Act to Repeal the Labour and Industrial Relations Act.*

Labour Relations.—In the administration of P.C. 1003 close co-operation was maintained between the Dominion and Provincial officials.

Before bargaining representatives were certified by the Board care was taken by the Provincial Board to see that they were properly elected by a majority of the employees affected and, in the case of a trade union, that the union acted with the authority of the majority of the employees affected and that the unit of employees concerned was one which was appropriate for collective bargaining. In cases where the parties, after bargaining in good faith, failed to agree, either might ask the Provincial Wartime Labour Relations Board to intervene. In such instances the matter was referred to the Dominion Minister of Labour for the appointment of a Conciliation Officer and, if necessary a Conciliation Board. In all, 13 cases of that nature are listed in the report as having been referred to a Conciliation Officer. In four of these, agreements were reached among the parties during the year; negotiations were continuing in three cases at the end of the fiscal year and in the other six a Conciliation Board had been appointed.

During the fiscal year 37 certifications were granted by the Provincial Wartime Labour Relations Board; two applications were withdrawn; there were 13 applications for intervention and conciliation; grievance procedure was prescribed by the Board in two cases; and 18 applications were dismissed.

Factory Inspection.—The Department's factory inspection services were extended during the fiscal year by the appointment of an additional factory and boiler inspector. This inspector is available to boiler operators in any portion of the province "at a reasonable fee payable to the Provincial Secretary-Treasurer". Practically all plants in the province were inspected at least once during the year and some were inspected several times. It is stated that conditions in the plants inspected were improving steadily with respect to proper safety-guards on machines, lighting, heating, ventilation and other similar matters; also, that much better attention was being given to the employment of properly licensed engineers and to annual boiler inspections. These improvements were reflected in improved employer-employee relations, in increased production, and in reduced accident rates—particularly in plants where safety committees had been established.

In plants in which the employees are organized into unions the factory inspectors were instructed to consult union committees as well as the employers. The provisions of the Factories Act were reviewed with them and any infringements of the Act respecting plant conditions were indicated. Wherever possible, a workers' and a company representative accompanied the inspector during the inspection of a plant and this was found to be an effective way to get practical results. For their part, the inspectors welcomed, and acted upon, practical suggestions.

During the year a total of 652 plants were inspected and 228 re-inspections were made. These plants employed 28,585 workers, of whom 20,143 were males and 8,442 were females.

There were 311 recommendations made by the factory inspectors as follows: to provide improved safety measures, 156; to have boilers inspected, 54; to have engineers procure proper licences, 48; to provide proper lunch rooms, 13; to instal seats for females, 11; to remove young people from hazardous occupations, 8; to reduce hours of labour for young people, 8; to dismiss children, 4; to improve ventilation, 4; to require females to wear proper hair guards, 3; to procure proper first aid kits, 2.

In the main, employers were found to be "very co-operative", but a few persisted in refusing to act upon the inspectors' recommendations. It is stated that a continuance of this unyielding attitude would leave no alternative but prosecution.

Steam Boiler Regulations and Inspection.—

As of January 1, 1945 the New Brunswick steam boiler regulations were amended to provide that every person operating or having charge of a steam plant must have a valid first, second or third class stationary engineer's licence, according to his occupation and the boiler horsepower of the plant in which he was employed. Previously only one class of licence was issued regardless of the occupation of the holder or the boiler horsepower of the plant in which he was employed. Under the amended regulations, the holder of a first class licence may operate or have charge of a steam plant of any boiler horsepower. A second class stationary engineer shall be granted a second class stationary engineer's licence which shall authorize such person to have charge of a steam plant, the boiler horsepower of which is less than 600 and which shall authorize such person to operate a steam plant of any boiler horsepower. A third class engineer shall be granted a third class stationary engineer's licence which shall authorize such

person to operate a steam plant the boiler horsepower of which is less than 600.

During the year 1,338 stationary engineers' licences were issued by the Board of Examiners, as follows: first class licences without examination of candidates, 29; first class licences by examination, 10; second class licences without examination, 91; second class licences by examination, 34; third class licences without examination, 1,056; third class licences by examination, 118. The Board also issued 342 boilermen's licences—259 without examination of candidates and 83 after examination.

The number of licensed boiler inspectors in the province was increased to 12 during the year, two candidates having successfully passed the boiler inspector's examinations. A total of 195 uninsured boilers were inspected by licensed boiler inspectors during the fiscal year.

Apprenticeship Training.—Several conferences were held with representatives of the Canadian Construction Association and of the Trades Unions in Saint John with respect to apprenticeship in the several building trades. As a result the unanimous co-operation of all parties was obtained and a local Advisory Committee was set up for each trade. Each of these committees is composed of two members representing employers and two representing employees. The committees prepare local standards of apprenticeship, approve local candidates and local contracts of apprenticeship in the respective trades, assess and grant credits for trade experience gained by workmen in the Armed Forces, decide on the ratio of apprentices to journeymen, provide periodic trade tests and final examinations of apprentices and endeavour to enlist the co-operation of any other agencies in the province that might assist in a consultative capacity. The standards set up are subject to the approval of the provincial apprenticeship committee.

An agreement was completed with the Canadian Vocational Training Branch of the Federal Department of Labour and the Department of Veterans Affairs, regarding the acceptance of ex-members of the Armed Forces as apprentices and the granting of credits to them for previous training or experience. A large number of ex-service men were, it is stated, in training in the various trades, including the construction trades, at the Canadian Vocational Training Centres and, it was expected, would be available for employment early in the Spring of 1946.

Similar co-operative action had been commenced with the New Brunswick Automobile Dealers Association; also with management

and unions in certain pulp and paper establishments and in the textile industry.

Dominion-Provincial Matters.—The report states that relations between the Dominion and the Province in labour matters were conducted "with a high degree of co-operation and mutual understanding". The activities of the Regional War Labour Board, which administers the Wartime Wages Control

Order within the province is summarized as follows: total cases dealt with, 1,363. Mainly, these cases were applications submitted either by employees, employers, or both for wage increases to relieve gross inequalities or gross injustices. Other matters dealt with by the Board include: vacations with pay; overtime rates; pension and insurance plans; and night shift premiums.

British Columbia

With the cessation of hostilities in 1945, marked variations were prevalent in the trends of production and payrolls in British Columbia, according to the twenty-eighth annual report of the provincial Department of Labour covering the year 1945. Curtailment in many industries that had been geared to war production resulted in the 1945 estimated payroll total declining to \$371,625,927, "an apparent decrease of \$16,474,073 over the final estimated total of \$388,100,000 for 1944." However payrolls remained over double the pre-war total of \$165,683,460 in 1939.

The average weekly wage for all adult male wage-earners was recorded as \$38.50 for 1945, representing only a slight recession from the all-time high of \$38.70 established during the previous year. Eighteen of the twenty-five industrial groups showed increases in the payroll totals for 1945. The greatest increase was in the public utility group (up \$2,000,000), followed by food products manufacturing (up over \$1,500,000) and coast shipping (up \$1,000,000).

Conversion to peace-time requirements brought the greatest decrease in the shipbuilding industry (down over \$10,000,000), followed by miscellaneous trades and industries (decreased by over \$9,500,000), and metal trades (down almost \$2,000,000). Decreases were also noted in the construction industry (down over \$1,800,000), and coal mining (off \$400,000), while minor recessions occurred in paint manufacturing and cigar and tobacco manufacturing. The transitional shift from wartime employment to other fields of endeavour brought decreasing totals of both male and female workers in metal trades, shipbuilding, and other similar industries. On the other hand, increased employment totals were general in those industries progressing normally under more peaceful conditions. The average monthly employment high for all industries in 1945 was 132,220 in July of that year, compared with a high of 138,911 recorded in August of 1944. Average weekly hours of work continued to decrease throughout the year in most industries, the average for all employees dropping to 45.59 as against 46.02 for the preceding year.

Statistics of Trades and Industries.—The total number of firms reporting in time for tabulation in the annual report was 5,687 as compared with 5,044 in 1944, an increase of 643. These returns showed a total industrial payroll of \$276,336,872 for the year 1945. To this should be added returns received too late to be included in the above summary amounting to \$541,794; transcontinental railways (ascertained payroll) \$21,297,261; payrolls of additional services not included in the industrial survey (governmental workers, wholesale and retail firms etc.) \$73,450,000; making a total provincial payroll of \$371,625,927.

A comparison of payrolls for the years 1944 and 1945 by industrial classification follows:

	1944	1945
Breweries	\$ 2,214,874	\$ 2,789,221
Builders' materials	2,342,180	2,883,098
Cigar and tobacco manufacturing	12,474	12,325
Coal mining.....	5,330,371	4,904,871
Coast shipping.....	10,987,169	12,040,142
Construction	26,473,970	24,604,052
Explosives and Chemicals.....	4,019,643	4,047,719
Food Products.....	21,321,132	23,114,617
Garment-making	1,587,579	1,644,656
House furnishings.....	1,911,175	2,480,693
Jewellery manufacturing.....	364,625	419,776
Laundries, dyeing, etc.	2,732,092	3,107,163
Leather and furs, Manufacture of	1,051,061	1,168,011
Lumber industries.....	48,588,954	49,074,693
Metal trades.....	24,644,374	22,746,651
Metal mining.....	9,367,532	9,580,047
Miscellaneous	28,122,805	18,467,001
Oil refining.....	3,040,979	3,941,603
Paint Manufacturing.....	510,521	507,707
Printing and publishing.....	4,653,479	5,356,035
Pulp and paper mills.....	9,449,766	9,880,380
Ship building.....	52,618,098	42,370,186
Smelting and concentrating.....	6,444,645	6,596,640
Street railways, gas, water, 'power, etc	14,485,994	16,657,271
Wood manufacturing N.E.S.)....	7,524,236	7,942,314

New Laws Affecting Labour.—Summaries of the following new provincial labour legislation are included in the report: (1) Annual Holidays Act; (2) Hours of Work Amendment Act, 1946; (3) Factories Act Amendment Act, 1946; (4) Male Minimum Wage Amendment Act, 1946; (5) Female Minimum Wage Act Amendment Act, 1946; (6) Shops Regulation and Weekly Half-holiday Act Amendment Act, 1946; (7) Workmen's Compensation Act

Amendment Act, 1946. (L.G., July, 1946, pp. 983-985).

Apprenticeship—The Director of Apprenticeship in his report stated that there were 1,794 apprenticeship contracts in force at the close of 1945. In addition, 68 youths were working as probationary apprentices on preliminary contracts. The Dominion and Provincial governments co-operated in the establishment in trades of ex-service personnel who had had little or no previous trade experience. Reference is made in the report to the apprenticeship contracts entered into in co-operation with the Canadian Vocational Training Branch of the Dominion Department of Labour, and employers who were willing to provide the necessary training facilities. During the few months in 1945 in which this arrangement was in effect, 110 ex-service men took advantage of it, and it was expected that the plan would become increasingly popular as the number of discharges from the Armed Forces increased.

Factory Inspection—During 1945, 2,500 inspections and re-inspections of factories were made. The Inspector of Factories noted the improvement that had been achieved in the matter of accident-prevention, attributing this to the advent of Workmen's Compensation legislation. "To-day, management of industry generally, regardless, of their classification realize that accident-prevention measures are necessary from a monetary as well as humanitarian point of view." It is stated that the Employees' Safety Committee is responsible for maintaining interest in accident-prevention. Periodical inspections are made of entire plant operations and measures are suggested to eliminate occupational hazards. As a result, the Inspector was able to report that "never in the history of this Department has there been such an acceptance of accident-prevention devices as in the past five years . . ."

Referring to conditions in factories, it is stated in the report that considerable advancement has been made. Mechanical exhaust systems for the removal of injurious dusts and gases have not only contributed to the better health of workers, but have been an important factor in good factory housekeeping. More attention was being given to designating by means of brightly coloured factory floor lines the areas which must at all times be kept clear for the free passage of materials produced in manufacturing. Requests for approval of the use of basement premises to house new or expanding industries had been received. It was felt however, that the expenditure for artificial lighting, air conditioning and sanitary conveniences would not be warranted, unless such premises were to be used more or less

permanently. For that reason, and also because of the probable ill-effects on the health of employees, these requests were not considered favourably.

Women and Children in Industry—Following the cessation of hostilities there was a marked falling off in the employment of women in both light and heavy industry. It was felt that some of the specialized wartime plants might be adapted for the production of consumer commodities in which women "will again form a large part of the personnel". It was pointed out that progressive management was introducing ten- to fifteen-minute rest periods morning and afternoon for their female workers. In addition, in order to relieve the monotony in the performance of repetitive mechanical tasks, employers were adopting some form of rotation, particularly for their female workers, so as to diversify employment.

The importance of women workers in the business and industrial life of the province was evident in the statistics for 1945. Returns were received from 8,061 employers of women and girls as compared with 7,289 in 1944. In the case of the former, 56,705 were over 18 years of age, or experienced and 2,471 were under 18 years or inexperienced. The corresponding figures for 1944 were 57,537 and 2,873. The total weekly wages paid women workers over 18 years, or experienced, in 1945, was \$1,169,916.37 as compared with \$1,234,084.11 in 1944, and the total paid women workers under 18, or inexperienced was \$27,971.96 in 1945 and \$33,618.20 in 1944. Average weekly wages paid the older, or experienced group in 1945 was \$20.63 and in 1944, \$21.45. The average weekly wage paid the younger, or inexperienced group was \$11.32 in 1945 and \$11.70 in 1944. The average hours worked per week was 39.94 in 1945 and 40.84 in 1944.

In considering requests for the employment of children in industry, attention was given to reports of probation officers, as well as to careful interviews with other school authorities and the parents concerned. Permits were issued subject to the conditions of the "Control of Employment of Children Act".

Welfare Equipment in Factories—It was reported that "each succeeding year has witnessed voluntary (employer) improvement" in the provision of sanitary conveniences, individual lockers, shower baths, dining rooms, etc. in industrial plants. It was stated also that employee retirement plans had been made effective in a number of plants during the year and others expected to complete provisions for them "in the near future".

Additional modern passenger and freight elevator equipment was installed in a number of plants throughout the province during the year. These complied with government standards with respect to safety devices and provided employment for several disabled war veterans as licensed elevator operators. During the year 1945, 1,007 licences were renewed and 475 temporary and 406 permanent licences were issued. A total of 1,522 inspections and re-inspections of freight and passenger elevators was made, and 28 plans and specifications of modern elevator equipment were approved.

Labour Disputes and Conciliation—During 1945, officials of the Industrial Conciliation and Arbitration Branch dealt with 737 cases. There were 651 applications for certification. Of these, 469 were granted and 81 rejected; applications withdrawn numbered 44. In all, 56 applications were being investigated at the close of the year. Six representation votes were ordered and taken. There were 49 investigations by

conciliation officers and 15 Conciliation Boards established.

There were 18 strikes during the year, which affected 6,810 employees with a total time loss of 69,595 working days. Of these strikes, seven were in the coal mining industry, which involved 3,089 employees with a time loss of 35,348 working days. Five strikes occurred in transportation, affecting 2,594 workers and a time loss of 25,044 working days. There were two strikes in the manufacturing industry, two in shipbuilding and one each in the construction and lumber industries. These affected a total of 1,127 workers and resulted in a total time loss of 9,206 working days.

Employees' Organizations—The Report shows a slight decline in the membership of employees' organizations from 110,045 in 1944 to 108,125 in 1945, but an increase from 617 to 636 in the number of organizations. In 1939 membership was 44,867, and the number of organizations was 380.

Co-operative Development in Saskatchewan

THE first annual report of the Department of Co-operation and Co-operative Development of the Province of Saskatchewan, reviews the work carried on by the divisions and sub-divisions of the Department for the twelve months ended April 30, 1945.

The Department was set up by an Act of the provincial legislature which was assented to November 2, 1944. From May 1, 1944, until November 2 of that year the Department had functioned as the Co-operation and Markets Branch of the provincial Department of Agriculture. On the latter date, the functions of the Branch, together with its staff, were transferred to the new Department. It is a natural development and an extension of the principles and practices laid down in the first Agricultural Co-operative Associations Act of Saskatchewan, passed by the legislature in 1913. That Act was based on the recommendations of the Agricultural Credits Commission of 1913. In 1914, the Co-operative Organization Branch was established as a Division of the Department of Agriculture. During the period from 1914 to 1944 the co-operative movement expanded steadily in Saskatchewan and, it is stated that the practices and principles followed by the Co-operation and Markets Branch, over a period of some 30 years, have been accepted by members and officials of co-operative organizations.

The report enumerates the duties and powers of the Department as provided by the Act (chap. 6, 1944) as follows:

5. The Department shall take such measures as the Minister deems advisable or as may be required by the Lieutenant Governor in Council for the encouragement generally of co-operation and co-operative development in the Province and in particular, but without limiting the generality of the foregoing, shall:

- (a) encourage and assist in the organization of co-operative enterprises among persons or groups who desire to provide themselves with or to market commodities or services or both on a non-profit co-operative self-help basis;
- (b) provide for such inspection and examination of the affairs of co-operative bodies as may be necessary to secure the due observance of and compliance with the requirements of all Acts relating to co-operation and co-operative development and any regulations thereunder;
- (c) institute inquiry into and collect, assort and systemize information and statistics relating to co-operation and co-operative development;
- (d) establish a research service for inquiry generally into the operation of co-operative enterprises and for the making of such investigation and analysis of economic, social and other problems as may be deemed advisable for the encouragement of new or improved methods or means of co-operative organization and development and, in particular, to study and report upon questions relating to:
 - (i) agricultural production and the processing and marketing of agricultural products;
 - (ii) industrial development, manufacturing and sale by wholesale;
 - (iii) credit, investment and business finance generally;
 - (iv) retailing of goods and services;
 - (v) community and other services;

- (e) disseminate information relating to co-operation and co-operative development in such manner and form as may be found best suited to encourage interest in the principles and practices of co-operation on a non-profit self-help basis;
- (f) issue from time to time such reports, circulars and other publications relating to co-operation and co-operative development as may be deemed advisable;
- (g) perform such other duties and provide such other services as may be designated by the Lieutenant Governor in Council.

Administration Services

It is reported that the co-operative movement in Saskatchewan continued to make steady progress during the fiscal year ending April 30, 1945. Returns were received from 876 co-operative organizations, with 2,109 places of business, having a total membership of 299,686 and total assets of \$71,114,544. The members' equity or net worth was \$34,275,037, while the total business done amounted to \$199,408,589.

It is stated that progress was particularly in evidence in connection with marketing associations, retail purchasing associations and credit unions. In 1944-45 the 514 marketing and purchasing co-operatives which reported in Saskatchewan had a combined membership of 241,444, the total assets were \$67,351,182 and the volume of business done by marketing, wholesaling and retail purchasing associations was \$197,997,712, although this includes a duplication of \$2,261,111 of livestock and forage crop sales. At the end of 1944, Saskatchewan had 163 credit unions with a membership of 20,988. The first credit union in the province was organized in 1937.

Steady progress was reported in all fields of the co-operative movement during the fiscal year. Reference is made in the report to the action of the Saskatchewan Co-operative Producers, Limited in collaboration with the two other Wheat Pools in lowering handling charges of grain by two cents per bushel. In the field of dairying, noteworthy progress was made in re-organizing the Saskatchewan Co-operative Creamery Association as a producer-owned co-operative, which when completed in 1946, is expected to be the largest dairy co-operative in Canada. The Saskatchewan Poultry Pool, Limited and the R.O.P. Co-operative Hatchery Marketing Association, Limited increased their volumes of business and it was expected that the Poultry Pool would soon be handling the greater portion of the poultry products marketed in the province. A new venture during the year was represented by plans of the Horse Co-operative Marketing Association, Limited to set up a plant for processing horse-meat to be shipped to the European

market. Similarly, progress was reported by the Saskatchewan Forage Crop Growers' Co-operative Marketing Association; the Saskatchewan Co-operating Honey Producers' Marketing Association; and the Saskatchewan Beekeepers' Co-operative Association.

The Saskatchewan Federated Co-operatives Limited, an amalgamation of Consumers' Co-operative Refineries and the Saskatchewan Co-operative Wholesale Society, served to consolidate co-operative wholesaling and manufacturing in the province. Progress was reported also in consolidating the position of Inter-provincial Co-operatives, Limited, as a buying agency for provincial co-operative wholesale organizations.

Other Co-operative Activities

Among other phases of co-operative activities mentioned in the report are (1) the revived enterprise of Canadian Co-operative Implements, Limited, following three years of inactivity during the war; (2) the expansion of the services made by retail co-operative purchasing associations; (3) the co-operative use of farm machinery to provide more complete co-operative farming services; (4) the development of co-operative community pastures and stock breeding associations; (5) the evolution of co-operative community centres as a means of providing facilities for public meetings, recreation, and other services in rural districts; (6) planning for the establishment of co-operative enterprises of special interest to women, such as community canneries etc.; (7) a growing interest in the establishment of cold storage locker plants; (8) the Co-operative Life Insurance Company established under the Saskatchewan Life Insurance Act and the Co-operative Mutual Benefit Association; (9) the development of trade on interprovincial and international bases; (10) the continuance of co-operative study groups and educational work carried on by the Extension Department of the University of Saskatchewan.

Included in the report is a summary of the findings of the Royal Commission on Co-operatives, appointed by the Dominion Government in November 1944, with Hon. Errol M. W. McDougall, a Judge of the Court of King's Bench of Quebec as Chairman. (L.G. January, 1946, p. 53).

Organization and Inspection Services

It is stated in the report that "it is the policy of the Government of Saskatchewan to provide from time to time such comprehensive legislation as may be needed by those who desire to organize in order to provide them-

selves with services of various kinds on a co-operative basis."

There are three general co-operative acts on the statute books of the province.

(1) The Co-operative Associations Act, which provides for the organization of associations for the purchase of goods and services. This provides for the organization of retail purchasing associations, rural electrification housing co-operatives, agricultural production services, etc., but does not provide authority for co-operative wholesale societies.

(2) The Co-operative Marketing Associations Act, which makes provision for the organization of associations for assembling, processing and marketing agricultural products and other natural resources. It also provides for marketing contracts, as well as organization with share capital or with membership fees and the creation of capital by means of deductions from the sale or resale price of products delivered to the association.

(3) The Credit Union Act, which provides for the organization of local co-operative savings and credit societies.

A number of co-operatives which are province-wide in their scope have been organized under special Acts of the Legislature. In addition, three co-operatives that are inter-provincial in their objectives have been incorporated under Dominion legislation. During the fiscal year ending April 30, 1945, 47 new co-operatives were incorporated under the Co-operative Associations Act and six were dissolved.

Research Services

The broad outlines of the research functions of the Department of Co-operation and Co-operative Development are listed in the report as follows:

1. To assist or conduct fundamental or basic research which will usually be of longer duration, and will likely involve co-operation with other Government Departments, both Provincial and Dominion, as well as with the University and other agencies.
2. To undertake specific research to assist in the legislative administration of various co-operative Acts and regulations.
3. To undertake specific research to assist groups of existing co-operatives, such as credit unions, marketing and purchasing co-operatives, or other service types.
4. To undertake specific advisory or exploratory research for individual co-operatives or groups of co-operatives when they are planning expansion, or when some new type of service is to be developed co-operatively.
5. To undertake to give a general advisory service, based on our own research, or that of other agencies, or based on published information.
6. To undertake the analysis of secondary data, based on figures and information compiled by others.

Numerous studies were undertaken during the fiscal year on various phases of co-operative production, marketing, purchasing and services, many of them involving much technical and analytical research. The results were being published as the individual studies were completed. In addition to research work carried out by officials of the Department, it was planned to offer prizes for theses based on studies of co-operative problems, prepared by students at the University of Saskatchewan. Then too, the larger co-operatives were encouraged to perform research of a more general type in collaboration with the Department as well as joint studies with other government, university or independent agencies.

Business Transacted by Co-operatives

The total assets of all co-operative marketing organizations in 1944-45 amounted to \$58,539,333 and commodities having a value of \$174,197,051 were sold or marketed during the year. This does not include the operations of the Saskatchewan Co-operative Creamery Association, Limited, which was in process of re-organization as a co-operative. It is pointed out, however, that this association operated 25 branches and the volume of business done during the year exceeded eleven million dollars.

The financial results of co-operative wholesaling and manufacturing associations showed returns for a seven-month period in the fiscal year under review of \$6,838,629 from the sale or marketing of commodities. The total assets of these associations amounted to \$3,218,015.

Co-operative associations operating stores reported assets valued at \$3,769,519 and the returns from sales during the fiscal year amounted to \$11,045,445.

Co-operative associations handling farm supplies had total assets of \$1,824,315 and reported sales of a total value of \$5,503,938 for the fiscal year. Community Service Associations which included such services as community halls, club rooms, rest rooms, curling rinks and two theatres, were not permitted to pay patronage dividends or interest on shares. Any surplus of revenue over expenditure in the operations of these associations is used either for improving the facilities or in reducing the cost of services in subsequent years. A growing interest was reported in this type of co-operative activity, especially in the direction of organizing community centres in rural areas.

CONTENTS

Report of Delegates

	Page
Purpose and Scope of Conference.....	5
Composition of Conference.....	5
Agenda.....	6
Activities of Canadian Government Delegates and Advisers.....	7
General Observations.....	7
Attitude of Canadian Government Delegates.....	8
Resumé of Recommendations and Conventions.....	10
Comments on Recommendations and Conventions.....	12
Resolutions.....	12
Ratification by Canada.....	13
Closing Remarks.....	13

Annexes

1. Statement by Mr. V. C. Phelan.....	14
<i>Social Security</i>	
2. Convention concerning Social Security for Seafarers.....	15
3. Recommendation concerning Agreements relating to the Social Security of Seafarers.....	18
4. Recommendation concerning Medical Care for Seafarers Dependants.....	18
5. Convention concerning Seafarers' Pensions.....	19
<i>Crew Accommodation on Board Ship</i>	
6. Convention concerning Crew Accommodation on Board Ship.....	20
7. Recommendation concerning the Provision to Crews by Shipowners of Bedding, Mess Utensils and other Articles.....	26
<i>Food and Catering</i>	
8. Convention concerning Food and Catering for Crews on Board Ship.....	27
9. Convention concerning the Certification of Ships' Cooks.....	29
<i>Entry, Training and Promotion</i>	
10. Convention concerning the Medical Examination of Seafarers.....	30
11. Convention concerning the Certification of Able Seamen.....	32
12. Recommendation concerning the Organization of Training for Sea Service.....	33
<i>Vacations with Pay</i>	
13. Convention concerning Vacation Holidays with Pay for Seafarers.....	34
<i>Wages, Hours and Manning</i>	
14. Convention concerning Wages, Hours of Work on Board Ship and Manning....	37

Report of the Canadian Government Delegates to the Twenty-eighth (Maritime) Session of the International Labour Conference, Seattle, June 6-29, 1946

OTTAWA, August 14, 1946.

The Honourable HUMPHREY MITCHELL, P.C.,
M.P.,
Minister of Labour,
Ottawa, Ont.,

SIR.—We, the undersigned, as delegates representing the Government of Canada at the Twenty-eighth (Maritime) Session of the International Labour Conference have the honour to submit our report on the proceedings of the Conference, in the following terms.

1. Location of the Conference

The Twenty-eighth Session of the International Labour Conference (Maritime Session) was held in the City of Seattle, State of Washington, United States of America.

2. Duration of the Conference

The meetings opened on Thursday, June 6, 1946, and concluded on Saturday, June 29, 1946. Plenary sittings were held to the number of nineteen, while a large number of committee meetings also were held. In the concluding week night sessions were resorted to, in order to expedite business.

3. Purpose and Scope

The general purpose of the Conference was to deal only with the social and employment conditions of seafarers, and to consider for approval certain proposed international instruments in relation to the said matters.

In general the instruments referred to seek to set up international minimum standards in regard to the condition of seamen, proposed for implementation by all maritime nations.

The establishment of these international minimums is desirable from two viewpoints: first, to raise living standards for seafarers, particularly in backward states, and second, to more nearly level international competition.

This point is important to Canada: the term "seafarer" or "seaman" for the purposes of this Conference relates only to sailors on ocean-going vessels. At no time was it proposed to include also the seamen on inland vessels, such as ply our Great Lakes waterway.

4. Composition of the Conference

It was open to all Member-States of the I.L.O. to send tripartite delegations, and invitations had been issued accordingly. The basis of representation was that usual for an I.L.O.

Conference, viz., four delegates, being two from Government, one from Employers and one from Workers. In addition it was open to each Government sending a delegation to provide advisers for each item on the Agenda, on the following basis: two from Government and one each from Employers and Workers.

Delegations attended the Seattle Conference from 32 countries, viz.: United States of America, Argentine Republic, Australia, Belgium, Canada, Chile, China, Cuba, Denmark, Dominican Republic, Ecuador, Egypt, Finland, France, United Kingdom, Greece, India, Ireland, Italy, Liberia, Mexico, Netherlands, New Zealand, Norway, Panama, Peru, Poland, Portugal, Sweden, Turkey, Venezuela, Yugoslavia.

Except for a few of the smaller nations with a lesser interest in maritime affairs, those countries represented sent complete delegations—and in the case of the more important maritime nations the total delegation in each case reached rather imposing numbers. Thus, in addition to its two Government delegates, the Government of the United States sent two substitute delegates and 12 Government advisers; the United States' shipowners' delegate was supported by 11 advisers, while the United States' workers' delegate was supported by 8 advisers, bringing the total of the United States' delegation (without secretarial assistants) to 38. Britain, in addition to the four delegates, included in her delegation one substitute Government delegate, 8 Government advisers; 11 shipowners' advisers and 11 seafarers' advisers—giving a total delegation (exclusive of secretarial assistants) of 35.

In fact in the case of even the smaller maritime nations, the delegations were sizable; for example in the case of the Scandinavian countries the total of the different delegations ranged from 10 to 15.

Even though some few countries are not I.L.O. members, it is still true that all leading maritime nations sent delegations, a fact strikingly illustrated by the statement that over 98 per cent of the world's tonnage of ocean-going vessels was represented by the nations present.

5. Voting System

At Plenary Sessions each delegate was entitled to the usual one vote—giving two for Government and one each for employers and workers in the case of a full delegation.

A substitute, chosen from among advisers, might vote in the absence of a delegate.

In Committee the Riddell system of voting was used, this being designed to equalize the voting strength of the groups.

6. Canada's Delegation

Canada's delegation, named by P.C. 2138 of May 30, 1946, was as follows:

Government Delegates

Mr. Arthur MacNAMARA, C.M.G., LL.D.,
Deputy Minister of Labour, Ottawa,
Ontario.

Captain G. L. C. JOHNSON, O.B.E., Director
of Merchant Seamen, Department of
Transport, Ottawa, Ontario.

*Technical Advisers to Government Delegates**

Mr. V. C. PHELAN, Department of Labour,
Ottawa, Ontario.

Captain J. W. KERR, M.B.E., Superintendent
of Nautical Services, Department of Trans-
port, Ottawa, Ontario.

Mr. J. FORTIER, Departmental Solicitor,
Department of Transport, Ottawa, Ontario.

Dr. C. P. BROWN, Chief of Division of
Quarantine, Medical Immigration and Sick
Mariners, Department of National Health
and Welfare, Ottawa, Ontario.

Shipowners' Delegate

Mr. A. L. W. MACCALLUM, C.B.E., Manager,
The Shipping Federation of Canada, Inc.,
218 Board of Trade Building, Montreal,
P.Q.

Technical Advisers to Shipowners' Delegate

Capt. J. S. THOMSON, O.B.E., D.S.C., Atlan-
tic Shipping Agencies Ltd., 275 Sherbrooke
East, Montreal, P.Q.

Mr. H. L. HURFORD, Chairman, Shipowners'
Assoc'n (Deep Sea) of British Columbia,
c/o Seaboard Shipping Co., Marine Build-
ing, Vancouver, B.C.

Seafarers' Delegate

Mr. J. A. SULLIVAN, President, Canadian
Seamen's Union, and Legislative Repre-
sentative of Marine Joint Council, 172
MacLaren Street, Ottawa, Ontario.

Technical Advisers to Seafarers' Delegate

Mr. J. M. SMITH, Business Agent, Canadian
Seamen's Union, 405 Holden Building,
Vancouver, B.C.

*Mr. M. L. O'Gorman, Supervisor of Coverage, Unemployment Insurance Commission, Ottawa, and Dr. R. B. Jenkins, Quarantine Officer, Department of National Health and Welfare, Victoria, also attended several of the sessions as observers for their respective departments.

Capt. J. S. DENNIS, President, Canadian
Merchant Service Guild, Imperial Bank
Chambers, Vancouver, B.C.

Mr. Alex MOFFAT, National Association of
Marine Engineers of Canada, 319 Pender
Street, Vancouver, B.C.

Owing to the fact that Mr. Arthur
MacNamara was unable to attend, Mr. V. C.
Phelan acted in his stead as one of the two
Government Delegates.

Owing to the fact that Mr. J. A. Sullivan
was unable to attend, Capt. J. S. Dennis acted
in his stead as Seafarers' Delegate.

Owing to the fact that Captain J. S. Thomson
was unable to attend, Captain L. C. Barry,
Maritime Superintendent, Canadian Pacific
Steamships Limited, Vancouver, B.C., was
authorized by Order-in-Council P.C. 2359
to act as an Adviser to the Shipowners' Dele-
gate.

7. Agenda

The International Maritime Preparatory
Technical Conference, held at Copenhagen,
Denmark, in November-December, 1945, had
prepared certain draft Recommendations and
Conventions for consideration at the final
Maritime Conference to be convened by the
I.L.O., i.e., at the Seattle meeting. As the
Copenhagen Conference had the status of a
full conference, it was open therefore to the
Conference at Seattle to give final consideration
to the drafts, and to approve either Recom-
mendations or Conventions growing out of the
Copenhagen meeting, as it might see fit.

In addition it was open to the Seattle meet-
ing to consider Resolutions which might be
submitted, on the understanding that the pur-
view of the meeting was restricted in its
character to maritime affairs, as referred to in
Section 3 above.

In these circumstances it was to be expected
that the Agenda of the Conference would
follow in main outline that laid before the
Copenhagen meeting, and this was the case.
As submitted to the delegates the Agenda pre-
pared by the Office read as follows:—

1. Director's Report.
2. Social security for seafarers.
3. Crew accommodation on board ship.
4. Food and catering on board ship.
5. Entry, training and promotion of sea-
farers.
6. Holidays with pay for seafarers.
7. Continuous employment for seafarers.
8. Recognition of seafarers' organizations.
9. Wages; hours of work on board ship;
manning.

The Office had prepared a report on each
item on the Agenda, and these reports con-

tained the several tentative instruments drafted at Copenhagen. Further, the Office submitted information on particular aspects of the questions under study, usually on the request of the Preparatory Conference.

8. Chairman of the Conference

At its first session the Conference elected Mr. Henry Jackson, Congressman of the United States from the State of Washington, as the Conference Chairman.

9. Vice-Presidents and Secretary-General

Vice-Presidents chosen one from each of the three groups were as follows:

Mr. George Strauss, Government Delegate (United Kingdom).

Mr. Emile Deckers, Employers' Delegate (Belgium).

Mr. Eugene Ehlers, Workers' Delegate (France).

Mr. E. J. Phelan, Acting Director of the I.L.O., was Secretary-General of the Conference.

10. Conference Procedure

At the First Sitting of the Conference it was decided to set up a Selection Committee, to recommend from time to time on the procedures to be followed. This Committee consisted of 16 Government Members, 8 Employers' Members, and 8 Workers' Members.

At the Third Sitting on June 7 the Selection Committee's recommendation in regard to the composition of committees was adopted, as follows:

Credentials Committee: 3 members (one for each group).

Resolution Committee: 16 members: Government representatives, 8; Employers' representatives, 4; workers' representatives, 4.

Committee on social security: 32 members: Government representatives, 16; Employers' representatives, 8; Workers' representatives, 8.

Committee on accommodation: 42 members: Government representatives, 18; Employers' representatives, 12; Workers' representatives, 12.

Committee on food and catering: 32 members: Government representatives, 16; Employers' representatives, 8; Workers' representatives, 8.

Committee on entry, training and promotion: 28 members: Government representatives, 12; Employers' representatives, 8; Workers' representatives, 8.

Committee on holidays with pay: 28 members: Government representatives, 12; Employers' representatives, 8; Workers' representatives, 8.

Committee on wages, hours, and manning: 56 members: Government representatives, 24; Employers' representatives, 16; Workers' representatives, 16.

The relevant sections of the Agenda were then referred to the respective committee set up to deal with the particular subject.

11. Activities of Canadian Government Delegates and Advisers

All members of the Government delegation were very active in connection with committee work, and regular in their attendance at the Plenary Sessions and Committee meetings.

Government delegates and advisers served on committees as follows:

Selection Committee—Captain G. L. C. Johnson.

Committee on Social Security—Mr. J. Fortier.

Committee on Accommodation—Captain G. L. C. Johnson.

Committee on Food and Catering—Mr. J. Fortier.

Committee on Entry, Training and Promotion—Capt. J. W. Kerr.

Committee on Wages, Hours and Manning—Mr. V. C. Phelan.

As Plenary Sessions and Committee meetings were held simultaneously and as frequently two or more committees met at the same time, it was necessary for members of the delegation to act as substitutes for one another at the various meetings.

At the first meeting of the Committee on Social Security Mr. V. C. Phelan was elected Chairman and Reporter of this Committee.

Throughout the several meetings, as issues arose, the Canadian Government delegates regularly conferred with their advisers and sought to pursue such a course, consistent with instructions previously furnished, as would be applicable to conditions in Canada and consistent with our interests and the welfare of our seafarers, while bearing in mind that the international minimum standards to be adopted must necessarily be of a character which would make their adoption practical throughout the world.

It is desired to record the fact that the members of the Canadian delegation representing Employers and Workers all took a very active part in the proceedings of the Conference, of the Committees and of their respective groups.

12. General Observations

Shortly after the opening of the Conference it became evident that two schools of thought existed amongst the representatives of the several governments, in regard to the main objectives to be attained.

The one school, led by the representatives of the Government of the United States of America, held that the duty of the Conference

was to set up standards somewhat in accordance with the high standards prevailing for seafarers of the United States itself. It was contended that whatever standards were established would prove a guide, and would direct national action in the course of the next few years. Therefore it was desirable to have the standards as high as possible, in order to effect improvements around the world to a very high level.

The contrary school of thought, led by the representatives of Great Britain, contended that if the standards fixed were too high, they would depart from reality in the case of a great many States, with the result that the Conference would defeat its own purposes for the backward nations would fail to ratify the Recommendations and Conventions adopted, in consequence of which the work of the Conference would be nullified. If it were proposed to move too much ahead of general working conditions in a particular country when dealing with seamen, there would be little hope of adopting the final proposals in enough countries to make the international minimums effective.

Generally speaking, the governments of Central and South America and of Australia favoured the view set forth by the United States. On the other hand, the Governments of Europe, and usually those from Asiatic countries, favoured the British contention.

In the main the decisions adopted eventually tended to favour the position taken by the delegates from Great Britain, but not without some degree of concession to the alternative viewpoint in some details.

A not unusual tendency at I.L.O. Conferences was again in evidence, viz., that the Workers' group and the Shipowners' group operated almost uniformly as two cohesive units. That the tendency was more pronounced than is customary at these conferences was probably due to the identity of interest within each group, inasmuch as the Conference was dealing with a single industry, facing similar conditions, even if varying in degree, in all nations represented.

Again not unusual at I.L.O. Conferences, the Workers and Employers not infrequently clashed sharply over the content of the proposed international instruments, but there was this difference from the typical I.L.O. Conference, that the clashes were more frequent and usually more sharp.

In the main the decisions arrived at finally followed the principles contained in the instruments drafted at the Copenhagen Technical Conference, although there were many changes of detail, some of which were important.

Perhaps the three most important changes were these:

(a) The international minimum wage was reduced from the Copenhagen figure.

(b) The international maximum hours of work decided at Seattle were a reduction from the Copenhagen figure.

(c) The Conference showed a tendency to extend the principle incorporated in the more important draft Conventions worked out at Copenhagen, of requiring a minimum number of national ratifications before any ratifications would become binding.

At times the debates at the Conference, both in the Committee and at the Plenary Sessions, were somewhat acrimonious—perhaps needlessly so. Nevertheless, a fair degree of general agreement was reached eventually, but usually the area of agreement extended to government and worker delegates rather than to employer representatives. It was seldom that the majority were prepared to meet the shipowners' viewpoint, and very frequently the shipowners proposed only very minor adjustments in existing arrangements.

The shipowners were particularly fixed in their ideas in regard to hours of work, social security, and rates of pay.

One issue which came up in connection with several phases of the general problems before the Conference, was the treatment to be accorded Asiatic seamen when engaged on ships of non-Asiatic registry. Specifically this point came up repeatedly in connection with the employment of seamen of Indian nationality on boats of British registry. Here again the cleavage of opinion on a national basis as already referred to was quite in evidence, and in fact the attitude of representatives from the Americas frequently suggested going further in raising standards for Asiatic seamen than the representatives from India themselves had suggested. Every effort was made to develop formulas to accommodate the peculiarities associated with the engagement of Indian seamen, and it would seem that in the eventual outcome the formulas adopted were reasonably satisfactory.

13. Attitude of Canadian Government Delegates

Speaking at the Plenary Session on June 13 for the Canadian Government delegation, Mr. V. C. Phelan made the point that although Canada regards the arrangements under which Canadian seafarers are now employed as measuring up to reasonably high standards in most particulars, nevertheless the Canadian Government welcomed the opportunity of being represented at Seattle: members of its

delegation would endeavour to be as helpful as possible in assisting the Conference to realize its objectives.

Consistent with this statement of policy, the Government members from Canada usually adopted a position somewhere between the extremes. While emphasizing the desirability of ideals and favouring high standards, the Canadian delegates made it clear that they felt it highly important to fix such standards as would be adopted by the more backward countries, but which when adopted would move those nations forward. In the course of two or three years these standards might be reviewed again, with a view to their progressive betterment and improvement. Eventually the I.L.O. would work toward the high standard level, but it seemed to the Canadian delegates that that level could be attained only by stages. These views were expressed in Committee and before the Conference. For instance, it was made clear that the wage proposed as a minimum would be far below any suitable standard for Canada.

Arising out of sharp differences between Employers and Workers, and seeking support for their respective positions, not infrequently Employer spokesmen charged the Government Group with the adoption of a faltering attitude: sometimes they alleged anxiety on the part of Government representatives to support proposals of the Workers. Similarly, the Workers charged Government delegates with hesitancy and with lack of leadership.

Speaking for the Canadian delegates before the Committee on Wages, Hours and Manning, in response to these charges, Mr. V. C. Phelan made it clear that in so far as Canadian Government delegates were concerned the accusations could not be substantiated. He pointed out that Government delegates had their instructions, which they must adhere to. He further pointed out that the purposes of the Conference could not be met by the chronic assumption that on each issue which arose there was a "workers' side" and an "employers' side". Government spokesmen had to speak as for all their country, and while bearing in mind that the main purpose of the Conference was improvement in the welfare of seafarers, at the same time they must remember that the welfare of the maritime industry had to be taken into account. It is noteworthy that this statement met with general applause from Government delegates, many of whom subsequently expressed their complete agreement with the sentiments set forth. It is not an exaggeration to say that the statement of the Canadian Government members' position thus set forth had some influence later in lessening the

accusations previously heard at the Committee.

At one stage before the Committee on Wages, Hours and Manning, the Workers proposed halting proceedings until Government members would disclose whether or not their governments proposed to put into force the Recommendations and Conventions adopted by the Conference, even suggesting that to make the Conference meaningful it would be necessary to promise ratification by a fixed date a few months hence.

Mr. V. C. Phelan took occasion to set forth the Canadian position. He pointed out that in Canada by law and practice instruments of the I.L.O. have not the status of international treaties. He pointed out that under a federal system of Government it might well be that not only the Federal Government but the Provincial Governments would require to take action to implement certain of the instruments. In the circumstances it could not be expected that Canadian Government delegates would have plenary powers to agree to documents which would be ratified automatically. The usual law-making bodies, on the recommendation of those responsible, would have to consider the documents and take appropriate action. Moreover, in democratic countries binding undertakings could not be given where freely elected bodies must finally give assent in order to make the laws required to implement the instruments.

At the same time the Canadian Government had acted in good faith upon the invitation to be represented, and it would be the duty of the Canadian Government delegates to co-operate with other delegates to produce documents which it was believed would be acceptable at home. He suggested that the position of many other States would be the same, particularly in the case of federal states—although he recognized that in the case of the United States, for example, and perhaps in some other countries, I.L.O. instruments were looked upon as treaties. Many Government delegates stated subsequently that they agreed entirely with this statement of the Canadian position, that it represented as well their own home situation. The workers did not press further on this matter of securing an undertaking as to ratification.

Reference has already been made to an address before the Plenary Session on June 13, when the Canadian position was set out. In this address there was outlined the development of merchant shipping in Canada, with stress on the fact that this development arose out of the exigencies of war. While Canada would find it necessary to continue a much

larger merchant marine than in pre-war days, she would still welcome ships of all nations trading in and out of her ports.

On more than one occasion the members of the Canadian Delegation acted to conciliate differences in viewpoints which had arisen among representatives at the meeting. It might be well to mention outstanding instances.

On June 27 Mr. Richard Snedden of Great Britain, leader of the Shipowners' group, asked for a brief adjournment at one point, to give the shipowners an opportunity of considering whether or not they would continue at the Conference: this followed adoption of a resolution to which the Employers took strong exception. Mr. V. C. Phelan asked for the floor, and appealed to the shipowners to continue on, even though decisions taken might not in all cases be to their liking. No group, he explained, could hope to have its opinion prevail in full measure, and any group now leaving would endanger the Conference. This was the only appeal made to the Shipowners from the floor, and after the adjournment was given, several Shipowners expressed appreciation of Mr. Phelan's statement. The Shipowners did not leave the Conference.

Early in the Conference a situation developed between the Indian Shipowners' representatives and the British Workers' delegate, which resulted in the withdrawal of the Indian Shipowners' delegate half way through the meetings. Both before and after the withdrawal, members of the Canadian delegation had associated themselves with others in seeking to effect conciliation. The efforts were not successful, but later in the sessions the British Workers' delegate delivered a brief conciliatory address which went very far in effacing the effects of the incident.

Progress in the Committee on Accommodation was very difficult at times, due to the sharply contrasting views of the members. Capt. G. L. C. Johnson frequently took a lead in conciliating differences, with the result that compromise solutions were arrived at and the work of the Committee proceeded to a satisfactory conclusion.

The Canadian delegates also sought to assist in effecting an understanding between the different attitudes which developed in respect of the treatment of Indian seamen on boats of British registry.

In general the Canadian Government delegates supported the tentative decisions reached at the Copenhagen Conference, although in Committee they suggested modifications on particular points. Having worked actively on the more important Committees, and having kept in touch with the work of the Committees on which they were not represented, when

the Committee's reports were returned to the Conference the Canadian Government delegation supported these reports, with a fairly few exceptions, the more important of which are noted later in this report.

14. *Résumé of Recommendations and Conventions*

As there are attached the text in extenso of the Recommendations and Conventions adopted, for the purposes of this report it will suffice to include a brief résumé of the different instruments approved.

As it is necessary under I.L.O. rules that Recommendations and Conventions be voted by a two-thirds majority, it will be appreciated that the majority was substantial in the case of each of the instruments of either of these two types which was adopted. Usually, where it is noted that an instrument was adopted on division, the opposition came from the Employers' group mainly, but not exclusively. Frequently, some Governments voted in opposition while others abstained. Less often some workers voted in opposition.

As every Recommendation or Convention was the subject of a formal vote, there were not always contrary votes registered on a particular instrument. In the résumé where this situation arose it is indicated that the instrument was adopted unanimously.

Social Security.—The Conference adopted a Convention providing for the following among other matters: care and wages of seafarers taken sick abroad; shipowners' liability; old age benefits; workmen's compensation; unemployment insurance, and medical benefit for the seafarer and his family. The Convention was adopted on division.

Two Recommendations were adopted unanimously. The first provides for international agreements relating to the social security of seafarers belonging to one country and employed on board or in the service of vessels of another country.

The second Recommendation deals with the provision of proper and sufficient medical care for the dependents of seafarers, pending the development of such a scheme for workers generally.

A second Convention under this heading proposes a state system of retirement pensions for seafarers. The Canadian Government delegates opposed adoption of this Convention, but as an alternative offered to support a Recommendation on the same subject. Speaking for Canada Mr. V. C. Phelan said that the Government of Canada was not opposed to a system of pensions for seafarers, but doubted its probability unless provided by the industry or unless similar provision were made for workers in other industries. In

Canada the pension question impinged upon the respective responsibilities of the federal and provincial governments, and while the whole question of a contributory pension scheme for the population had been mooted in some quarters, no action had been taken. He argued that a Recommendation would serve the same purpose as a Convention, in that it would call attention to the problem and should assist in securing earlier consideration for workers' pension schemes in general. In view of the fact that it was very doubtful that the Canadian Government could give favourable consideration to this Convention at an early date, the Canadian Government members had decided that they must vote in opposition to the Convention for the reasons given, although they would support the document as a Recommendation.

In line with this statement the two Canadian Government delegates voted in opposition. It may be noted that the delegates from the Government of the United States and of the United Kingdom abstained. Upon first consideration the Convention carried by a vote of 55 to 17. On final consideration, following the Drafting Committee's report, the Convention carried by a vote of 56 to 16. On the second vote the Canadian Government members abstained, as did a large number of other Government delegates.

Crew Accommodation on Board Ship.—The Conference adopted a Convention setting minimum standards for crew accommodation on board ocean-going ships of at least 500 gross register tons. (Smaller ships might be included by national action.) The Convention would require the Competent Authority to pass upon crew accommodation when a vessel is to be built, or when a vessel is registered or re-registered, or when substantially altered or reconstructed. The Convention applies to ships where the keel is laid down after the coming into force of the instrument; vessels already built which are below standard shall be subject to a ruling by the Competent Authority, after consultation with shipowners and seafarers. This Convention was carried on division.

A Recommendation was also adopted, providing that crews be given clean bed linen, mess utensils, towels, soap and other sanitary articles, by the ship; this item had been reserved for treatment separate from the Convention. The Recommendation was adopted on division.

Food and Catering.—A Convention was adopted, proposing standards for food and catering on board ocean-going ships, and for inspection by the Competent Authority of food and water supplies. Training courses for employment in the catering department are also required. The Convention was adopted

on division, just failing of unanimous adoption.

Under the same heading a second Convention was also adopted, requiring that no person shall be employed as a ship's cook unless he holds a certificate of qualifications from the Competent Authority. On division this Convention was approved, with only one contrary vote.

Entry, Training and Promotion.—The Conference adopted a Recommendation concerning the organization of training for sea service, under Government leadership and assistance. This was adopted unanimously.

A Convention concerning the periodical medical examination of seafarers was adopted on division.

The third instrument adopted under this heading is a Convention concerning the certification of able seamen, specifying standards as to qualifications in this regard. This Convention was adopted on division.

Vacations with Pay.—A Convention adopted recommends annual vacations with pay of 18 days in the case of ships' officers and of 12 days in the case of other members of the crew. This Convention was adopted on division.

The Canadian Government delegates supported an amendment (which carried) that service to count for holidays should be with the same company, but opposed an amendment (which was defeated) which would have eliminated the provision that some allowance for subsistence when off ship board on holiday leave, should be granted.

Wages, Hours and Manning.—On no other topic was the same divergence of view in evidence as was demonstrated, both in the Committee and at the Plenary Session, in relation to wages and hours. This is not unexpected when it is remembered that wages and hours are the two fundamental conditions of employment, and effect all else in the relations of management and workers. No decision of any consequence was taken in Committee without a vote being necessary. The schools of thought, as well as the contrasts of economic interest, referred to elsewhere in this report, were clearly evident throughout the discussions, and in reaching decisions.

Definitions and coverage gave rise to heated argument. Almost in the dying hours of the Conference a proposal to exempt coastal shipping was voted down, but only following a vote for re-consideration which re-opened the question after the amendment had first carried. This amendment would have eliminated a large part of the world's tonnage from the operation of the Convention. Finally, it was decided to cover ships over 500 gross register tons, whether deep sea or coastwise.

On wages, the decision taken was to adopt as an international minimum wage £16 in British currency, or \$64 in American currency. This wage was a concession to the point already dealt with, namely, that minimums had to be fixed below standards already in effect in the higher standard nations, in an effort to try to bring forward the backward nations. It was made clear that Canada, in supporting this wage rate, and already having exceeded this rate, was not suggesting that it would be an adequate rate to meet Canadian conditions, but supported it only for the general good.

In regard to hours of work, the tentative decision at Copenhagen looked to a forty-eight hour week for seafarers. This decision was altered materially at Seattle—altered in the final outcome—although as the hours question proceeded through the Committee stage and even at the Plenary session, several changes were made until the final decision was evolved. It will be observed from the text of the Convention itself that the question of hours of work is a rather involved one. There is a distinction between hours ashore and hours afloat. Another distinction is made between “near trade ships” and “distant trade ships”. Some hours of work above the regular hours are not to be regarded as overtime: usually these are hours worked in the face of an emergency. Some overtime is to be paid for in cash, some is to be liquidated by time off.

Bearing in mind the many qualifications, the Seattle decision on maximum hours of work may be generalized in this fashion: the Conference decided upon a forty-eight hour week in port, and a fifty-six hour week afloat, with the provision that routine and sanitary duties called for on the weekly day of rest might be required (but are not to exceed two hours), where a weekly day of rest is provided. The schedule of hours of work decided upon was again a concession to several of the nations in an effort to secure a document that would be ratifiable.

The formula adopted in regard to manning is admittedly general, and by providing only in this respect that manning schedules should be ample to take care of duties aboard and safety at sea, the Conference really decided to leave the manning problem to national governments—or for future consideration.

15. Comments on Recommendations and Conventions

It might be helpful to an understanding of the several documents to call attention to certain key points, viz:—

1. Only ocean-going ships are covered—not engaged exclusively in inland transport.
2. Coastwise, as well as deep sea vessels, are included in the coverage.

3. Only commercial vessels—carrying passengers and freight—are covered.

4. Ships of war and ships on special government work are regularly excluded, while pleasure vessels are almost universally excluded.

5. Although there is some variation in this respect, vessels of the smallest tonnage are usually excluded from coverage.

6. There is some variation from one document to another in point of the crew members included, and in the case of some of the documents there is a variation from item to item as to the coverage of certain types of crew members, notably the officers.

7. Some of the documents carry a clause requiring ratifications by a minimum number of nations, with a minimum of tonnage, before any ratification becomes effective.

8. A new principle of ratification is introduced in some of the instruments. Where the subject matter is usually dealt with by collective labour agreement between employers and employees, rather than by law, it is regularly provided that a nation may ratify when it is in a position to certify that the proposals of the instrument are in operation through a collective labour agreement.

9. The standards suggested are minima throughout. There is no thought nor intention that better standards already existing in any nation should be reduced.

16. Resolutions

The Conference adopted resolutions providing as follows:—

(a) That the nations should endeavour to provide continuous employment for seamen, following the lines of schemes operated by several countries during the war.

(b) For the free right of shipowners and of seafarers to form their respective associations, and to bargain collectively.

(c) That the Governing Body be requested to study the welfare of seamen visiting in ports away from home, as well as the promotion of their welfare in such circumstances.

(d) That the I.L.O., in consultation with affected interests consider the possibility of furthering a project to adopt an International Fishermen's Charter.

(e) That the International Joint Maritime Commission (of the I.L.O.) should be expanded to include government representatives, as well as the employer and employee representatives, now serving on the Commission; and that the respective groups on the Commission should appoint group substitutes.

(f) For the endorsement of the proposal to call the International Diplomatic Conference on Safety of Life at Sea, and suggesting that representatives of the International Joint Maritime Commission be present in a consultative capacity.

(g) That delegates urge their respective governments to take speedy action in ratifying the instruments adopted at the Conference.

(h) That special consideration be given to compensation claims of allied merchant seamen arising out of the hazards of the late war.

(i) For thanks to the City of Seattle for the many kindnesses shown during the Conference.

Several of these resolutions were adopted without division, and those adopted on division were adopted usually by large majorities. The Canadian Government members voted in opposition to resolution (e) above, which proposes Government representation on the Joint Maritime Commission, feeling that the present bipartite character of the Commission is satisfactory.

17. Ratification by Canada

As delegates to the Seattle Conference the undersigned would recommend that early consideration and study be given to the several instruments adopted by the Conference, looking to their implementation and final ratification.

One cannot overlook, of course, the fact that in some particulars (notably in the Convention on Social Security for Seafarers) provincial jurisdiction may be involved in certain of the instruments. This factor was made clear to the Conference by the Canadian delegates.

On the Convention regarding seafarers' pensions and on the Resolution regarding inclusion of government members on the International Joint Maritime Commission, we have already set forth our views. Nevertheless, we would recommend study of these documents along with the rest, except that for the reasons given we would exclude these from our more general recommendation regarding ratification.

Our existing standards of working conditions for seafarers in Canada at the present time in many of their aspects compare most favourably with standards prevailing in other maritime nations, and with the minima set forth in these documents. This has practical significance as far as implementing these instruments is concerned, because it narrows the field in which action must be taken before ratifications by Canada are possible.

18. Canada's Prestige

As has been evidenced at other international gatherings, the prestige of Canada's position was emphasized at the Seattle Conference by the warm manner in which the Canadian delegation was welcomed by the delegations from other nations, as well as by the weight which the Canadian viewpoint obviously carried. Without exception the attitude of other delegations indicated a warmth of friendship which must be attributed to the general high regard in which this country is held abroad.

19. Closing Remarks

Before closing this report there are a few general remarks which we feel it necessary to make.

First of all, a personal word: we felt privileged and honoured to be selected for this mission. Attendance at the Conference abounded in interest, and although the task was not without its responsibilities, participation was very much worthwhile.

Of Captain J. W. Kerr and Mr. J. Fortier, Government Advisers, we wish to say that they could not have been more helpful nor interested in their tasks throughout the entire Conference. Dr. C. P. Brown, during the period he was able to attend the Conference also gave valuable assistance.

Of Mr. A. W. L. MacCallum, Employers' Delegate, we wish to record the fact that he showed a full degree of co-operation with the Government Delegates on every occasion, as did also the Employers' Advisers, Captain L. C. Barry and Mr. W. H. Hurford.

Of Captain J. S. Dennis, substitute Workers' Delegate, we wish to remark upon the co-operative spirit shown, and in this he was aided by Mr. J. M. Smith and Mr. Alec Moffat.

The Host Committee, of the City of Seattle, provided admirably for the welfare and comfort of all the delegations. Their generosity in all respects could not have been improved upon.

On June 15, through the courtesy of the Host Committee, the two Canadian Government Delegates were invited to attend the ceremonies on the international boundary between Blaine, State of Washington, and White Rock, B.C. These ceremonies were held jointly by citizens and representatives of the United States and Canada, to celebrate the 100th anniversary of the signing of the treaty between Great Britain and the United States, which fixed the 49th parallel as the dividing line between the two countries. The invitation was accepted, and the Canadian Delegates were accorded a place of honour throughout the ceremony.

At the concluding session of the Conference a word of thanks on behalf of the Canadian Delegation was voiced, while Mr. V. C. Phelan, speaking for the Minister of Labour, expressed the hope that many of those then at the Seattle Conference would likewise attend the I.L.O. Conference in Montreal, opening on September 19, when the Government of Canada will be in the role of the host government.

V. C. PHELAN,
Director of Information,
Department of Labour.
G. L. C. JOHNSON,
Director of Merchant Seamen,
Department of Transport.

Annex 1—Statement by Mr. V. C. Phelan

Just as the Government of Canada was pleased to be able to participate in this Maritime Session of the International Labour Organization, so it was the feeling of the Canadian delegation that we ought not to let pass this discussion on the Director's Report without taking some active part in it. The statement which I have to make will, in accordance with the President's request, be quite brief, but there are a few points we would like to bring to the attention of the Conference.

First of all, I should like to offer our felicitations to Congressman Henry Jackson on his selection as President of the Conference. As neighbours—neighbours, I might remark, along an undefended border of four thousand miles—Canadians are always happy to see any distinction visited upon any of their American friends, and those of us who had the opportunity of meeting Congressman Jackson at the Copenhagen Conference last fall, and seeing the work he did on that occasion, rather took it for granted that the Conference would select him as President, and when that turned out to be the case, we were very pleased indeed.

Also at this time, I should like to say on behalf of the Canadian delegation how grateful we are to the Host Committee here at Seattle and to the people of Seattle for the kind and generous way in which we have all been received.

Next, I should like to pay a word of tribute to the International Labour Office for the reports which were prepared and presented to this Conference. I am sure that those of us who have made a careful study of the reports will all agree that, with the time at the disposal of the Office, a magnificent job has been done and the Office deserves every commendation for its work in that regard.

To us, in Canada, international shipping, ocean-going shipping, was not a pursuit which we followed in pre-war days up to 1939 except on a very limited basis. However, through the exigencies of war, Canada found it necessary, in the common cause of the Allied nations, to develop rapidly a merchant marine of some size. To-day, following the termination of hostilities, we find ourselves with approximately one-and-a-half million deadweight tons of shipping under our own registry and, as well, we have bareboat a total of about one million tons to Allied nations. It is perhaps remarkable that a country like Canada, with extended coastlines on two of the great oceans, a country which has an economy the nature of which is such that we must, in order to live, buy and sell abroad in large volume—it is rather remarkable that we have not developed a merchant fleet in peace time, but we were content that our products should be removed from our shores in the main by boats of other nations and that the commodities we had to import should be brought into our ports and up our rivers by nations flying almost every flag which is seen on the Seven Seas.

Deriving our population and our traditions mainly from the British Isles and from France, two countries which have contributed so much to maritime history, it should rather have been expected that we would have been somewhat jealous about the carriage of our commodities, the carriage of our exports, and that we would have gone into the merchant navy business, if

not on a grand scale, at least on an ample scale. This, the war has rather forced upon us, and it is to be expected that from now on, the Canadian flag will be seen around the seas carrying Canadian goods abroad and bringing home the commodities we must have.

However, I should like to emphasize this point, that it is with no desire, no conscious desire, of engaging in competition with other maritime nations that we have developed a merchant marine. It was due, as I said, to the exigencies of war and now, confronted with the situation, we find it necessary to continue. But I do want to let representatives of the other nations who are here present know that we harbour nothing but the best of good will towards all nations, towards all maritime nations as well, of course, and that we will still welcome ships of all nations into our ports to trade with us.

Our merchant seamen during the war gave a splendid account of themselves. I do not need to emphasize that side of the case. We in Canada are extremely proud of their accomplishments, proud of their valour, proud of the persistency which they showed in the dark days which preceded the final victory. Building up our merchant navy during the war, even in spite of the restrictions placed upon us by hostilities, we nevertheless did endeavour to provide working conditions for our seafarers which would be equivalent to a high standard. This we did succeed in doing. As I remarked at the Copenhagen Conference, the wage rates mentioned as suitable for international minima, wage rates which may be approved by this Conference, still fall well below the Canadian standard. I do not make that statement with any intention of causing any dissatisfaction in any quarter, because I think in no field of human activity is it quite so inevitable that there shall be widespread variations around the world as in the matter of wage rates, but nevertheless, Canada is, of course, thoroughly agreeable to participating in this Conference and to endeavouring to fix a minimum wage rate which would have for its effect levelling up competition to some extent, but more important, bringing up to a higher standard the welfare of the seafarers in those nations where conditions have been somewhat backward. And if we subscribe to a wage rate which is less than our own, substantially less than our own, we do want it understood that that is not indicative at all of policy in Canada; that there is no thought of bringing back the Canadian rate to the international minimum, but that we are only fixing a minimum to be of assistance to seafarers in those countries where rates have lagged behind.

I do agree with the statement which has been made so often by the workers that conditions of employment of seafarers in ages now past have never been remarkable for their attractiveness, and that perhaps the spirit of adventure, which may be some compensation psychologically but economically is no compensation, was allowed to suffice for the inadequacy of health conditions and other conditions.

I think, however, attending this Conference, one would fail in observation if one failed to see an anxiety on the part of ship-owners to bring about conditions which will be more clearly in line with conditions of employment

in other industries. The Canadian Government delegation at this Conference wishes only to be of assistance, both to seafarers and shipowners, to try to bring about a new day, to try to improve the condition of the seafarers, while at the same time bearing in mind the economic position, the economic necessities, of the shipping industry, and bearing in mind that while the Conventions you may adopt, if carried into effect, will be of immediate benefit to the seafarers, in the long run they will also be of benefit to the industry, to the shipowners, and will pay dividends in improved working relationships, in improved efficiency, and in the elimination of certain types of undesirable competition.

In phases of industrial relations, apart from wages, we in Canada have endeavoured to give our seafarers a good standard of conditions. We have provided for a system of workmen's compensation which I think will bear comparison with that of any other country. We have provided for other amenities in the way of accommodation and catering which I think will be pretty well up to the standard of the Conventions which we hope will be adopted here. In all ways, we have endeavoured to treat our seafarers fairly, because that is the minimum requirement of justice, but also because of the

record they developed for themselves during the conflict now happily ended.

I do want to emphasize that Canada holds nothing but good will for all nations, that we are happy as a Government and a people to be participating in this Maritime Session of the International Labour Conference, that we want to make a maximum contribution, that seeing that we are in the shipping business to stay, we wish to get to know the conditions, the problems, of other maritime nations better, and therefore that we are happy to be here as representing the Government of Canada, which in turn was happy to avail itself of the opportunity of sending representation to this Conference.

And just one other point: We cannot build a new world overnight. It requires time. We may here at this Conference accomplish a very great deal. We will not, however, even given the best of good will and the best of conditions, particularly in a world where conditions are fluctuating so rapidly, we will not, for all time, have disposed of industrial relations in the maritime sphere at the conclusion of this Conference. Therefore, we feel that at a later stage, say, two or three years hence, this Maritime Session should be reconvened and that an opportunity should be given to review the work of this Conference and then bring it up to date.

Annex 2—Convention (No. 70) Concerning Social Security for Seafarers

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June, 1946, and

Having decided upon the adoption of certain proposals with regard to social security for seafarers, which is the second item on the agenda of the Session, and

Having determined that these proposals shall take the form of an International Convention

adopts this 28th day of June of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Social Security (Seafarers) Convention, 1946:—

Article 1

1. In this Convention—

- (a) the term "seafarer" includes every person employed on board or in the service of any sea-going vessel, other than a ship of war, which is registered in a territory for which this Convention is in force;
- (b) the term "dependant" shall have the meaning assigned to it by national laws or regulations; and
- (c) the term "repatriation" means transportation to a port to which a seafarer is entitled to be returned in accordance with national laws or regulations.

2. Any Member may in its national laws or regulations make such exceptions as it deems necessary in respect of—

- (a) persons employed on board or in the service of
 - (i) vessels of public authorities when such vessels are not engaged in trade;
 - (ii) coastwise fishing boats;
 - (iii) boats of less than twenty-five tons gross register tonnage;
 - (iv) wooden ships of primitive build such as dhows and junks; and

- (v) in so far as ships registered in India are concerned and for a period not exceeding five years from the date of registration of the ratification of this Convention by India, home trade vessels of a gross register tonnage not exceeding 300 tons;

- (b) members of the shipowner's family;
- (c) pilots not members of the crew;
- (d) persons employed on board or in the service of the ship by an employer other than the shipowner, except radio officers or operators and catering staff;
- (e) persons employed in port who are not ordinarily employed at sea;
- (f) salaried employees in the service of a national public authority who are entitled to benefits at least equivalent on the whole to those provided for in this Convention;
- (g) persons not remunerated for their services or remunerated only by a nominal salary or wage;
- (h) persons working exclusively on their own account.

3. Where any benefit provided for in this Convention is furnished otherwise than in virtue of national laws or regulations relating to the liability of the shipowner in respect of sickness, injury or death of seafarers, such further exceptions as are deemed necessary may be made in national laws, regulations or collective agreements in respect of the right to such benefit and any obligation to contribute of—

- (a) persons remunerated exclusively by a share of profits;
- (b) persons employed on board or in the service of fishing vessels for whom an exception is not already permitted under paragraph 2 (a) (ii) of this Article or on board or in the service of vessels engaged in hunting seals;
- (c) persons employed on board or in the service of whale catching, floating factory or transport vessels or otherwise for the

purpose of whaling or similar operations under conditions regulated by the provisions of a special collective whaling or similar agreement determining the rates of pay, hours of work and other conditions of service concluded by an organization of seafarers concerned;

- (d) persons employed on board or in the service of vessels which are not engaged in the transport of cargo or passengers for the purposes of trade; and
- (e) persons employed on board or in the service of vessels of less than 200 gross register tons.

Article 2

1. Seafarers and their dependents who are resident and present in the territory of a Member shall be entitled in virtue of the seafarer's employment on board or in the service of vessels registered in the territory of that Member to the following benefits:—

- (a) seafarers shall be entitled to medical benefit not less favourable in respect of conditions of award, extent and duration than that to which industrial workers are entitled; in so far as industrial workers are not entitled to medical benefit, seafarers shall be entitled to proper and sufficient medical care;
- (b) seafarers shall be entitled in respect of incapacity for work (whether due to employment injury or not) and in respect of unemployment and old age to cash benefits not less favourable in respect of conditions of award, amount and duration than those to which industrial workers are entitled; in so far as industrial workers are not entitled to cash benefits in respect of incapacity for work (whether due to employment injury or not) seafarers shall be entitled to such benefits at rates commensurate, having regard to the standard of living in the territory, with their needs and those of their dependants;
- (c) the dependants of a seafarer shall be entitled to medical benefit not less favourable in respect of conditions of award, extent and duration than that to which the dependants of industrial workers are entitled;
- (d) on the death of a seafarer his dependants shall be entitled to cash benefits not less favourable in respect of conditions of award, amount and duration than those to which the dependants of industrial workers are entitled; in so far as the dependants of industrial workers are not entitled to cash benefits in the event of the death of the worker, the dependants of seafarers shall be entitled to such benefits at a rate commensurate, having regard to the standard of living in the territory, with their needs.

2. Where medical or cash benefits for seafarers and their dependants are provided under any special scheme, such special provisions (other than those resulting from shipowners' liability) shall be appropriately co-ordinated or integrated with any scheme which applies to industrial workers and their dependants and provides corresponding benefits not less favourable in respect of conditions of award, extent or amount, and duration.

Article 3

A seafarer resident in the territory in which the vessel is registered who is left behind in another territory by reason of injury in the service of the ship or sickness not due to his own wilful act shall be entitled to—

- (a) proper and sufficient medical care until he is cured or repatriated, whichever first occurs;
- (b) board and lodging until he is able to obtain suitable employment or is repatriated, whichever first occurs; and
- (c) repatriation.

2. Such a seafarer shall also be entitled to an allowance equal to 100 per cent of his wages (exclusive of bonuses) until he is able to obtain suitable employment, or until he is repatriated, or until the expiry of a period of a length prescribed by national laws or regulations or by collective agreement, which period shall not be less than twelve weeks, whichever event first occurs. If the prescribed period expires before the seafarer is able to obtain suitable employment or is repatriated, he or his dependants shall be entitled to any benefit under a scheme of compulsory social insurance or workmen's compensation which would be payable if the seafarer were present in the territory of registration. Any benefit payable to the seafarer or his dependants under such a scheme prior to the expiry of the prescribed period may be deducted from the allowance.

Article 4

Arrangements for the maintenance of rights in course of acquisition by a person who, having ceased to be subject to a scheme of compulsory social insurance for seafarers, becomes subject to such a scheme for shoreworkers, or, having ceased to be subject to such a scheme for shoreworkers, becomes subject to such a scheme for seafarers, shall be made between the schemes concerned.

Article 5

National laws and regulations relating to the liability of the shipowner in respect of sickness, injury or death of seafarers, compulsory insurance against employment injury or workmen's compensation, compulsory sickness insurance and compulsory unemployment insurance shall ensure equality of treatment to seafarers and their dependants irrespective of nationality or race.

Article 6

1. National laws and regulations relating to the liability of the shipowner in respect of sickness, injury or death of seafarers shall ensure equality of treatment to seafarers and their dependants whether or not they reside in the territory in which the vessel is registered.

2. Where the laws or regulations of a Member relating to the liability of shipowners do not entitle seafarers resident outside its territory to the benefits prescribed in paragraph 1 of Article 3, the Member shall provide these benefits by other laws or regulations.

Article 7

1. The laws and regulations of a Member relating to medical and cash benefits in case of employment injury shall not impose on seafarers or their dependants resident in the territory of any other Member for which this Convention is

in effective operation any condition or limitation which does not apply equally to seafarers and their dependants resident in the territory of the first Member.

2. Provided that no such benefits and no contributions towards the cost of such benefits shall be payable under the scheme in force in the territory of the first Member if they are payable in respect of such seafarers under any scheme in force in the territory of the second Member.

Article 8

In order to facilitate continuity of insurance and to eliminate double contributions and double benefits, Members may enter into agreements providing that nationals or residents of one Member employed on board or in the service of a vessel registered in the territory of another Member shall be subject to an insurance or compensation scheme of the first Member and therefore excluded from the corresponding scheme of the second Member.

Article 9

Nothing in this Convention shall affect any law, award, custom or agreement between shipowners and seafarers which ensures to the seafarers conditions more favourable than those provided for by this Convention.

Article 10

1. Effect may be given to paragraph 2 of Article 3 of this Convention by (a) laws or regulations; (b) collective agreements between recognized associations of shipowners or shipowners and recognized associations of seafarers which cover all seafarers to whom the said paragraph applies; or (c) a combination of laws or regulations and collective agreements between recognized associations of shipowners or shipowners and recognized associations of seafarers which cover all seafarers to whom the said paragraph applies. Except as may be otherwise provided herein, the provisions of this Convention shall be made applicable to every vessel registered in the territory of the ratifying Member and to every person engaged on any such vessel.

2. Each Member ratifying this Convention shall supply to the Director of the International Labour Office information on the measures by which the Convention is applied, including particulars of any collective agreements which give effect to any of its provisions and are in force at the date when the Member ratifies the Convention.

3. Each Member ratifying the Convention undertakes to take part, by means of a tripartite delegation, in any committee representative of Governments and shipowners' and seafarers' organizations and including in an advisory capacity representatives of the Joint Maritime Commission of the International Labour Office which may be set up for the purpose of examining the measures taken to give effect to the Convention.

4. The Director will lay before the said committee a summary of the information received by him under paragraph 3 above.

5. The Committee shall consider whether the collective agreements reported to it give effect to the provisions of the Convention. Each Member ratifying the Convention undertakes to give consideration to any observations or sug-

gestions concerning the application of the Convention made by the Committee and further undertakes to bring to the notice of the organizations of employers and of workers who are parties to any of the collective agreements mentioned in paragraph 1 any observations or suggestions of the aforesaid committee concerning the degree to which such agreements give full effect to the provisions of the Convention.

Article 11

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 12

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force six months after the date on which there have been registered ratifications by seven of the following countries: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey and Yugoslavia, including at least four countries each of which has at least one million gross register tons of shipping. This provision is included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

3. Thereafter, this Convention shall come into force for any Member six months after the date on which its ratification has been registered.

Article 13

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this article.

Article 14

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 15

The Director of the International Labour Office shall communicate to the Secretary-Gen-

eral of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding articles.

Article 16

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 17

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 13 above, if and when the new revising Convention shall have come into force.

(b) as from the date when the new revising Convention shall come into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 18

The English and French versions of the text of the Convention are equally authoritative.

Annex 3—Recommendation (No. 75) Concerning Agreements Relating to the Social Security of Seafarers

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to agreements relating to social security for seafarers, which is included in the second item on the agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 28th day of June of the year one thousand nine hundred and forty-six the following Recommendation, which may be cited as the Seafarers' Social Security (Agreements) Recommendation, 1946:

The Conference recommends the Members of the Organization to apply the following principles and to inform the International Labour Office, as requested by the Governing Body, concerning the measures taken to give effect to these principles:

1. Members should enter into agreements so as to ensure that seafarers belonging to one country and employed on board or in the service of a vessel of another country either remain subject to the schemes of compulsory social insurance or workmen's compensation of their

own country or are subject to the corresponding schemes of the other country.

2. Such agreements might provide, for example, for Members to act as agents for one another in taking claims, obtaining necessary evidence and making payments or providing services as benefits to seafarers or dependants of seafarers entitled to benefit under the social insurance laws of one Member but present in the territory of another Member; or for the transfer of contributions; or for the application of the provisions of the Maintenance of Migrants' Pension Rights Convention, 1935; or for a combination of such methods.

3. Where seafarers residing in the territory of one Member and employed on board or in the service of vessels registered in the territory of another Member, suffer employment injuries and are not protected either by a workmen's compensation scheme or by any alternative scheme, the second Member should take steps to secure that they are fully protected, either by entering into agreements with the first Member, or otherwise.

4. Where the shipowners of a Member enter into collective agreements providing for seafarers residing in its territory benefits supplementary to those prescribed by its laws or regulations and employ seafarers residing in the territory of another Member, the same supplementary benefits should be extended to such non-resident seafarers.

Annex 4—Recommendation (No. 76) Concerning Medical Care for Seafarers' Dependants

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to medical care for seafarers' dependants which is included in the second item on the agenda of the Session, and

Having adopted the Social Security (Seafarers) Convention, 1946, and having decided to supplement the provisions of this Convention by a Recommendation,

adopts this 28th day of June of the year one thousand nine hundred and forty-six the following Recommendation, which may be cited as the Seafarers (Medical Care for Dependants) Recommendation, 1946:

The Conference recommends that Members of the Organization should endeavour to provide

proper and sufficient medical care for the dependants of seafarers pending the development of a medical care service which would include within its scope workers generally and their

dependants and should inform the International Labour Office, as requested by the Governing Body, concerning the measures taken for this purpose.

Annex 5—Convention (No. 71) Concerning Seafarers' Pensions, Submitted by the Drafting Committee

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6th June 1946, and

Having decided upon the adoption of certain proposals with regard to seafarers' pensions, which included in the second item on the agenda of the Session and

Having determined that these proposals shall take the form of an International Convention,

adopts this 28th day of June of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Seafarers' Pensions Convention, 1946:

Article 1

In this Convention the term "seafarer" includes every person employed on board or in the service of any sea-going vessel, other than a ship of war, which is registered in a territory for which the Convention is in force.

Article 2

1. Each Member of the International Labour Organization for which this Convention is in force shall, in accordance with national laws or regulations, establish or secure the establishment of a scheme for the payment of pensions to seafarers on retirement from sea service.

2. The scheme may embody such exceptions as the Member deems necessary in respect of—

- (a) persons employed on board or in the service of
 - (i) vessels of public authorities when such vessels are not engaged in trade;
 - (ii) vessels which are not engaged in the transport of cargo or passengers for the purpose of trade;
 - (iii) fishing vessels;
 - (iv) vessels engaged in hunting seals;
 - (v) vessels of less than 200 gross register tons;
 - (vi) wooden ships of primitive build such as dhows and junks;
 - (vii) in so far as ships registered in India are concerned and for a period not exceeding five years from the date of the registration of the ratification of the Convention by India, home-trade vessels of a gross register tonnage not exceeding 300 tons.
- (b) members of the shipowner's family;
- (c) pilots not members of the crew;
- (d) persons employed on board or in the service of the ship by an employer other than the shipowner, except radio officers or operators and catering staff;
- (e) persons employed in port who are not ordinarily employed at sea;
- (f) salaried employees in the service of a national public authority who are entitled to benefits at least equivalent on the whole to those provided for in this Convention;

- (g) persons not remunerated for their services or remunerated only by a nominal salary or wage, or remunerated exclusively by a share of profits;
- (h) persons working exclusively on their own account;
- (i) persons employed on board or in the service of whale catching, floating factory or transport vessels or otherwise for the purpose of whaling or similar operations under conditions regulated by the provisions of a special collective whaling or similar agreement determining the rates of pay, hours of work and other conditions of service concluded by an organization of seafarers concerned;
- (j) persons not resident in the territory of the Member;
- (k) persons not nationals of the Member.

Article 3

1. The scheme shall comply with one of the following conditions:

- (a) the pensions provided by the scheme—
 - (i) shall be payable to seafarers having completed a prescribed period of sea service on attaining the age of fifty-five or sixty years as may be prescribed by the scheme; and
 - (ii) shall, together with any other social security pension payable simultaneously to the pensioner, be at a rate not less than the total obtained by computing for each year of his sea service one and a half per cent of the remuneration on the basis of which contributions were paid in respect of him for that year if the scheme provides pensions on attaining the age of fifty-five years or two per cent of such remuneration if the scheme provides pensions at the age of sixty years; or
- (b) the scheme shall provide pensions the financing of which, together with the financing of any other social security pension payable simultaneously to the pensioner and any social security benefits payable to the dependents (as defined by national laws or regulations) of deceased pensioners, requires a premium income from all sources which is not less than 10 per cent of the total remuneration on the basis of which contributions are paid to the scheme.

2. Seafarers collectively shall not contribute more than half the cost of the pensions payable under the scheme.

Article 4

1. The scheme shall make appropriate provision for the maintenance of rights in course of acquisition by persons ceasing to be subject thereto or for the payment to such persons of a benefit representing a return for the contributions credited to their account.

2. The scheme shall grant a right of appeal in any dispute arising thereunder.

3. The scheme may provide for the forfeiture or suspension of the right to a pension in whole or in part if the person concerned has acted fraudulently.

4. The shipowners and the seafarers who contribute to the cost of the pensions payable under the scheme shall be entitled to participate through representatives in the management of the scheme.

Article 5

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 6

1. This Convention shall be binding only upon those members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force six months after the date on which there have been registered ratifications by five of the following countries: United States of America, Argentina Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey and Yugoslavia, including at least three countries each of which has at least one million gross register tons of shipping. This provision is included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

3. Thereafter, this Convention shall come into force for any Member six months after the date on which its ratification has been registered.

Article 7

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Annex 6—Convention (No. 75) Concerning Crew Accommodation on Board Ship

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to crew accommodation on board ship, which is the third item on the agenda of the session, and

Having determined that these proposals should take the form of an International Convention,

Article 8

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 9

The Director of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 10

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 11

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 7 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 12

The English and French versions of the text of this Convention are equally authoritative.

adopts this 29th day of June of the year one thousand nine hundred and forty-six the following Convention, which may be cited as the Accommodation of Crews Convention, 1946:

PART I. GENERAL PROVISIONS

Article 1

1. This Convention applies to every sea-going mechanically propelled vessel, whether publicly or privately owned, which is engaged in the transport of cargo or passengers for the purpose

of trade and is registered in a territory for which this Convention is in force.

2. National laws or regulations shall determine when vessels are to be regarded as sea-going vessels for the purpose of this Convention.

3. This Convention does not apply to—

- (a) vessels of less than 500 tons;
- (b) vessels primarily propelled by sail but having auxiliary engines;
- (c) vessels engaged in fishing or in whaling or in similar pursuits;
- (d) tugs.

4. Provided that the Convention shall be applied where reasonable and practicable to:

- (a) vessels between 200 and 500 tons; and
- (b) the accommodation of persons engaged in usual sea-going routine in vessels engaged in whaling or in similar pursuits.

Article 2

In this Convention—

- (a) the term “ship” means a vessel to which the Convention applies;
- (b) the term “tons” means gross register tons;
- (c) the term “passenger ship” means a ship in respect of which there is in force either (i) a safety certificate issued in accordance with the provisions of the International Convention for the Safety of Life at Sea for the time being in force or (ii) a passenger certificate;
- (d) the term “officer” means a person other than a master ranked as an officer by national laws or regulations, or, in the absence of any relevant laws or regulations, by collective agreement or custom;
- (e) the term “rating” means a member of the crew other than an officer;
- (f) the term “petty officer” means a rating serving in a supervisory position or position of special responsibility who is classed as petty officer by national laws or regulations, or, in the absence of any relevant laws or regulations, by collective agreement or custom;
- (g) the term “crew accommodation” includes such sleeping rooms, mess rooms, sanitary accommodation, hospital accommodation and recreation accommodation as are provided for the use of the crew;
- (h) the term “prescribed” means prescribed by national laws or regulations or by the competent authority;
- (i) the term “approved” means approved by the competent authority;
- (j) the term “reregistered” means reregistered on the occasion of a simultaneous change in the territory of registration and ownership of the vessel.

Article 3

1. Each Member for which this Convention is in force undertakes to maintain in force laws or regulations which ensure the application of the provisions of Parts II, III and IV of this Convention.

2. The laws or regulations shall—

- (a) require the competent authority to bring them to the notice of all persons concerned;
- (b) define the persons responsible for compliance therewith;
- (c) prescribe adequate penalties for any violation thereof;

(d) provide for the maintenance of a system of inspection adequate to ensure effective enforcement;

(e) require the competent authority to consult the organizations of shipowners and/or the shipowners and the recognized *bona fide* trade unions of seafarers in regard to the framing of regulations, and to collaborate so far as practicable with such parties in the administration thereof.

PART II. PLANNING AND CONTROL OF CREW ACCOMMODATION

Article 4

1. Before the construction of a ship is begun a plan of the ship, showing on a prescribed scale the location and general arrangement of the crew accommodation, shall be submitted for approval to the competent authority.

2. Before the construction of the crew accommodation is begun and before the crew accommodation in an existing ship is altered or reconstructed, detailed plans of, and information concerning, the accommodation, showing on a prescribed scale and in prescribed detail the allocation of each space, the disposition of furniture and fittings, the means and arrangement of ventilation, lighting and heating, and the sanitary arrangements, shall be submitted for approval to the competent authority: Provided that in the case of emergency or temporary alterations or reconstruction effected outside the territory of registration it shall be sufficient compliance with this provision if the plans are subsequently submitted for approval to the competent authority.

Article 5

On every occasion when—

- (a) a ship is registered or reregistered,
- (b) the crew accommodation of a ship has been substantially altered or reconstructed, or
- (c) complaint has been made to the competent authority in the prescribed manner and in time to prevent any delay to the vessel by a recognized *bona fide* trade union of seafarers representing all or part of the crew or by a prescribed number or proportion of the members of the crew of the ship that the crew accommodation is not in compliance with the terms of this Convention.

the competent authority shall inspect the ship and satisfy itself that the crew accommodation complies with the requirements of the laws and regulations.

PART III. CREW ACCOMMODATION REQUIREMENTS

Article 6

1. The location, means of access, structure and arrangement in relation to other spaces of crew accommodation shall be such as to ensure adequate security, protection against weather and sea, and insulation from heat or cold, undue noise of effluvia from the spaces.

2. There shall be no direct openings into sleeping rooms from spaces for cargo and machinery or from galleys, lamp and paint rooms or from engine, deck and other bulk storerooms, drying rooms, communal wash places or water closets. That part of the bulkhead separating such places from sleeping rooms and

external bulkheads shall be efficiently constructed of steel or other approved substance and shall be watertight and gas-tight.

3. External bulkheads of sleeping rooms and mess rooms shall be adequately insulated. All machinery casings and all boundary bulkheads of galleys and other spaces in which heat is produced shall be adequately insulated where there is a possibility of resulting heat effects in adjoining accommodation or passageways. Care shall also be taken to provide protection from heat effects of steam and /or hot-water service pipes.

4. Internal bulkheads shall be of approved material which is not likely to harbour vermin.

5. Sleeping rooms, messrooms, recreation rooms and alley-ways in the crew accommodation space shall be adequately insulated to prevent condensation or overheating.

6. Main steam and exhaust pipes for winches and similar gear shall not pass through crew accommodation nor, whenever technically possible, through alley-ways leading to crew accommodation; where they do pass through such alley-ways they shall be adequately insulated and encased.

7. Inside panelling or sheeting shall be of material with a surface easily kept clean. Tongued and grooved boarding or any other form of construction likely to harbour vermin shall not be used.

8. The competent authority shall decide to what extent fire-prevention or fire-retarding measures shall be required to be taken in the construction of the accommodation.

9. The wall surface and deckheads in sleeping rooms and mess rooms shall be capable of being easily kept clean, and, if painted, shall be light in colour; lime wash must not be used.

10. The wall surfaces shall be renewed or restored as necessary.

11. The decks in all crew accommodation shall be of approved material and construction and shall provide a surface impervious to damp and easily kept clean.

12. Where the floorings are of composition, the joinings with sides shall be rounded to avoid crevices.

13. Sufficient drainage shall be provided.

Article 7

1. Sleeping rooms and mess rooms shall be adequately ventilated.

2. The system of ventilation shall be controlled so as to maintain the air in a satisfactory condition and to ensure a sufficiency of air movement in all conditions of weather and climate.

3. Ships regularly engaged on voyages in the tropics and the Persian Gulf shall be equipped with mechanical means of ventilation.

4. Ships engaged outside the tropics shall be equipped with either mechanical means of ventilation or electric fans. The competent authority may exempt ships normally employed in the cold waters of the northern or southern hemispheres from this requirement.

5. Power for the operation of the aids to ventilation required by paragraphs 3 and 4 shall, when practicable, be available at all times when the crew is living or working on board and conditions so require.

Article 8

1. An adequate system of heating the crew accommodation shall be provided except in ships engaged exclusively in voyages in the tropics and the Persian Gulf.

2. The heating system shall, when practicable, be in operation at all times when the crew is living or working on board and conditions require its use.

3. In all ships in which a heating system is required, the heating shall be by means of steam, hot water, warm air or electricity.

4. In any ships in which heating is provided by a stove, measures shall be taken to ensure that the stove is of sufficient size and is properly installed and guarded and that the air is not fouled.

5. The heating system shall be capable of maintaining the temperature in crew accommodation at a satisfactory level under normal conditions of weather and climate likely to be met with on service; the competent authority shall prescribe the standard to be provided.

6. Radiators and other heating apparatus shall be so placed and, where necessary, shielded, as to avoid risk of fire or danger or discomfort to the occupants.

Article 9

1. Subject to such special arrangements as may be permitted in passenger ships, sleeping rooms and mess rooms shall be properly lighted by natural light and shall be provided with adequate artificial light.

2. All crew spaces shall be adequately lighted. The minimum standard for natural lighting in living rooms shall be such as to permit a person with normal vision to read on a clear day an ordinary newspaper in any part of the space available for free movement. When it is not possible to provide adequate natural lighting, artificial lighting of the above minimum standard shall be provided.

3. In all ships electric lights shall be provided in the crew accommodation. If there are not two independent sources of electricity for lighting, additional lighting shall be provided by properly constructed lamps or lighting apparatus for emergency use.

4. Artificial lighting shall be so disposed as to give the maximum benefit to the occupants of the room.

5. In sleeping rooms an electric reading lamp shall be installed at the head of each berth.

Article 10

1. Sleeping rooms shall be situated above the load line amidships or aft.

2. In exceptional cases the competent authority may, if the size, type or intended service of the ship render any other location unreasonable or impracticable, permit the location of sleeping rooms in the fore part of the ship, but in no case forward of the collision bulkhead.

3. In passenger ships the competent authority may on condition that satisfactory arrangements are made for lighting and ventilation permit the location of sleeping rooms below the load line, but in no case immediately beneath working alley-ways.

4. The floor area per person of sleeping rooms intended for ratings shall be not less than—

- (a) 20 sq. ft. or 1.85 sq. m. in vessels under 800 tons;
- (b) 25 sq. ft. or 2.35 sq. m. in vessels of 800 tons or over, but under 3,000 tons;
- (c) 30 sq. ft. or 2.78 sq. m. in vessels of 3,000 tons or over;

Provided that, in the case of passenger ships in which more than four ratings are berthed in one room, the minimum per person may be 24 sq. ft. (2.22 sq. m.).

5. In the case of ships in which are employed such groups of ratings as necessitate the employment of a substantially larger number of ratings than would otherwise be employed, the competent authority may, in respect of such groups, reduce the minimum floor area of sleeping rooms per person, subject to the conditions that—

- (a) the total sleeping space allotted to the group or groups is not less than would have been allotted had the numbers not been so increased, and
- (b) the minimum floor area of sleeping rooms is not less than—
 - (i) 18 sq. ft. per person in ships under 3,000 tons;
 - (ii) 20 sq. ft. per person in ships of 3,000 tons or over.

6. Space occupied by berths and lockers, chests of drawers and seats shall be included in the measurement of the floor area. Small or irregularly shaped spaces which do not add effectively to the space available for free movement and cannot be used for installing furniture shall be excluded.

7. The clear head room in crew sleeping rooms shall be not less than 6 feet 3 inches (190 cm.).

8. There shall be a sufficient number of sleeping rooms to provide a separate room or rooms for each department: Provided that the competent authority may relax this requirement in the case of small ships.

9. The number of persons allowed to occupy sleeping rooms shall not exceed the following maxima:—

- (a) officers in charge of a department, navigating and engineer officers in charge of a watch and senior radio officers or operators: one person per room;
- (b) other officers: one person per room wherever possible, and in no case more than two;
- (c) petty officers: one or two persons per room, and in no case more than two;
- (d) other ratings: two or three persons per room wherever possible, and in no case more than four.

10. In passenger ships, permission may be given to accommodate not more than ten ratings belonging to the catering department per sleeping room.

11. The maximum number of persons to be accommodated in any sleeping room shall be indelibly and legibly marked in some place in the room where it can conveniently be seen.

12. Members of the crew shall be provided with individual berths.

13. Berths shall not be placed side by side in such a way that access to one berth can be obtained only over another.

14. Berths shall not be arranged in tiers of more than two; in the case of berths placed along the ship's side there shall be only a single tier.

15. The lower berth in a double tier shall be not less than 12 inches (30 cm.) above the floor; the upper berth shall be placed approximately midway between the bottom of the lower berth and the lower side of the deckhead beams.

16. The minimum inside dimensions of a berth shall be 6 feet 3 inches by 2 feet 3 inches (190 cm. by 68 cm.).

17. The framework and the lee-board, if any, of a berth shall be of approved material, hard, smooth, and not likely to corrode or to harbour vermin.

18. If tubular frames are used for the construction of berths, they shall be completely sealed and without perforations which would give access to vermin.

19. Each berth shall be fitted with a spring bottom or a spring mattress and with a mattress of approved material. Stuffing of straw or other material likely to harbour vermin shall not be used.

20. When one berth is placed over another a dust-proof bottom of wood, canvas or other suitable material shall be fitted beneath the spring bottom of the upper berth.

21. Sleeping rooms shall be so planned and equipped as to ensure reasonable comfort for the occupants and to facilitate tidiness.

22. The furniture shall include a clothes locker for each occupant. The clothes lockers shall be not less than 5 ft. (152 cm.) in height and of a cross-section area of 300 square inches (19.30 square decimetres) and shall be fitted with a shelf and a hasp for a padlock. The padlock shall be provided by the occupant.

23. Each sleeping room shall be provided with a table or desk, which may be of the fixed, drop-leaf or slide-out type, and with comfortable seating accommodation as necessary.

24. The furniture shall be of smooth, hard material not liable to warp or corrode.

25. The drawer or equivalent space for each occupant shall be not less than 2 cubic feet (.056 cubic metres).

26. Sleeping rooms shall be fitted with curtains for the sidelights.

27. Sleeping rooms shall be fitted with a mirror, small cabinets for toilet requisites, a book rack and a sufficient number of coat hooks.

28. As far as practicable berthing of crew members shall be so arranged that watches are separated and that no daymen share a room with watch-keepers.

Article 11

1. Sufficient mess room accommodation shall be provided in all ships.

2. In ships of less than 1,000 tons separate mess room accommodation shall be provided for—

- (a) master and officers;
- (b) petty officers and other ratings.

3. In ships of 1,000 tons and over, separate mess room accommodation shall be provided for—

- (a) master and officers;
- (b) deck department petty officers and other ratings;
- (c) engine department petty officers and other ratings.

Provided that—

- (i) one of the two mess rooms for the petty officers and other ratings may be allotted to the petty officers and the other to the other ratings;

- (ii) a single mess room may be provided for deck and engine department petty officers and other ratings in cases in which the organizations of shipowners and/or shipowners and the recognized *bona fide* trade unions of seafarers concerned have expressed a preference for such an arrangement.

4. Adequate mess room accommodation shall be provided for the catering department, either by the provision of a separate mess room or by giving them the right to the use of the mess rooms assigned to other groups; in the case of ships of 5,000 tons or over with more than five persons in the catering department consideration shall be given to the provision of a separate mess room.

5. The dimensions and equipment of each mess room shall be sufficient for the number of persons likely to use it at any one time.

6. Mess rooms shall be equipped with tables and approved seats sufficient for the number of persons likely to use them at any one time.

7. The competent authority may permit such exceptions to the foregoing rules concerning mess room accommodation as may be necessary to meet the special conditions in passenger ships.

8. Mess rooms shall be located apart from the sleeping rooms and as close as practicable to the galley.

9. Where available pantries are not accessible to mess rooms, adequate lockers for mess utensils and proper facilities for washing utensils shall be provided.

10. The tops of tables and seats shall be of damp-resisting material, without cracks and capable of being easily cleaned.

Article 12

1. In all ships a space or spaces to which the crew can have access when off duty shall be provided on an open deck; the space or spaces shall be of adequate area, having regard to the size of the ship and the crew.

2. Recreation accommodation, conveniently situated and appropriately furnished, shall be provided for officers and for ratings. Where this is not provided separately from the mess rooms the latter shall be planned, furnished, and equipped to give recreational facilities.

Article 13

1. Sufficient sanitary accommodation, including wash basins and tub and/or shower baths, shall be provided in all ships.

2. The following minimum number of separate water closets shall be provided:—

- (a) in ships of under 800 tons: three;
- (b) in ships of 800 tons or over, but under 3,000 tons: four;
- (c) in ships of 3,000 tons or over: six;
- (d) in ships where the radio officers or operators are accommodated in an isolated position, sanitary facilities near or adjacent thereto shall be provided.

3. National laws or regulations shall prescribe the allocation of water closets to various groups, subject to the provisions of paragraph 4 of this Article.

4. Sanitary facilities for all members of the crew who do not occupy rooms to which private facilities are attached shall be provided for each group of the crew on the following scale:

- (a) one tub and/or shower bath for every eight persons or less;

- (b) one water closet for every eight persons or less;
- (c) one wash basin for every six persons or less;

Provided that when the number of persons in a group exceeds an even multiple of the specified number by less than one half of the specified number this surplus may be ignored for the purpose of this paragraph.

5. When the total number of the crew exceeds 100 and in passenger vessels normally engaged on voyages of not more than four hours' duration, consideration may be given by the competent authority to special arrangements or a reduction in the number of facilities required.

6. Cold fresh water and hot fresh water or means of heating water shall be available in all communal wash places. The competent authority, in consultation with the organizations of shipowners and/or the shipowners and with the recognized *bona fide* trade unions of seafarers, may fix the maximum amount of fresh water which the shipowner may be required to supply per man per day.

7. Wash basins and tub baths shall be of adequate size and constructed of approved material with a smooth surface not liable to crack, flake or corrode.

8. All water closets shall have ventilation to the open air, independently of any other part of the accommodation.

9. All water closets shall be of an approved pattern and provided with an ample flush of water, available at all times and independently controllable.

10. Soil pipes and waste pipes shall be of adequate dimensions and shall be so constructed as to minimize the risk of obstruction and to facilitate cleaning.

11. Sanitary accommodation intended for the use of more than one person shall comply with the following requirements:

- (a) floors shall be of approved durable material, easily cleaned and impervious to damp, and shall be properly drained;
- (b) bulkheads shall be of steel or other approved material and shall be watertight up to at least nine inches above the level of the deck;
- (c) the accommodation shall be sufficiently lighted, heated and ventilated;
- (d) water closets shall be situated convenient to, but separate from, sleeping rooms and wash rooms, without direct access from the sleeping rooms or from a passage between sleeping rooms and water closets to which there is no other access: Provided that this requirement shall not apply where a water closet is located in a compartment between two sleeping rooms having a total of not more than four persons;
- (e) where there is more than one water closet in a compartment, they shall be sufficiently screened to ensure privacy.

12. In all ships facilities for washing and drying clothes shall be provided on a scale appropriate to the size of the crew and the normal duration of the voyage.

13. The facilities for washing clothes shall include suitable sinks, which may be installed in wash rooms, if separate laundry accommodation is not reasonably practicable, with an

adequate supply of cold fresh water and hot fresh water or means of heating water.

14. The facilities for drying clothes shall be provided in a compartment separate from sleeping rooms and mess rooms, adequately ventilated and heated and equipped with lines or other fittings for hanging clothes.

Article 14

1. In any ship carrying a crew of fifteen or more and engaged in a voyage of more than three days duration, separate hospital accommodation shall be provided. The competent authority may relax this requirement in respect of vessels engaged in coastal trade.

2. The hospital accommodation shall be suitably situated, so that it is easy of access and so that the occupants may be comfortably housed and may receive proper attention in all weathers.

3. The arrangement of the entrance, berths, lighting, ventilation, heating and water supply shall be designed to ensure the comfort and facilitate the treatment of the occupants.

4. The number of hospital berths required shall be prescribed by the competent authority.

5. Water closet accommodation shall be provided for the exclusive use of the occupants of the hospital accommodation, either as part of the accommodation or in close proximity thereto.

6. Hospital accommodation shall not be used for other than medical purposes.

7. An approved medicine chest with readily understandable instructions shall be carried in every ship which does not carry a doctor.

Article 15

1. Sufficiently and adequately ventilated accommodation for the hanging of oilskins shall be provided outside but convenient to the sleeping rooms.

2. In ships of over 3,000 tons one room for the deck department and one room for the engine department shall be provided and equipped for use as an office.

3. In ships regularly trading to mosquito infested ports provision shall be made to protect the crews' quarters against the admission of mosquitoes by fitting of suitable screens to side scuttles, ventilators and doors to the open deck.

4. All ships trading regularly to or in the tropics and the Persian Gulf shall be equipped with awnings for use over exposed decks above crew accommodation and over recreation deck space or spaces.

Article 16

1. In the case of the ships mentioned in paragraph 5 of Article 10 the competent authority may, in respect of the members of the crew there referred to, modify the requirements laid down in the foregoing Articles as far as may be necessary to take account of their distinctive national habits and customs and in particular may make special arrangements concerning the number of persons occupying sleeping rooms and concerning mess room and sanitary facilities.

2. In modifying the said requirements the competent authority shall be bound by the specifications set forth in paragraphs 1 and 2 of Article 10 and by the minimum sleeping space requirements prescribed for such groups or ratings in paragraph 5 of Article 10.

3. In ships in which the crew in any department are persons of widely different national habits and customs, separate and appropriate sleeping and living accommodation shall be provided as may be necessary to meet the requirements of the different groups.

4. In the case of the ships mentioned in paragraph 5 of Article 10 the hospital, dining, bathing and sanitary facilities shall be provided and maintained on a standard, in regard to their quantity and practical usefulness, equal or comparable to that which obtains aboard all other ships of similar type and belonging to the same registry.

5. The competent authority shall, when framing special regulations under this Article, consult the recognized *bona fide* trade unions of seafarers concerned and the organizations of shipowners and/or the shipowners employing them.

Article 17

1. Crew accommodation shall be maintained in a clean and decently habitable condition and shall be kept free of goods and stores not the personal property of the occupants.

2. The master, or an officer specially deputed for the purpose by him, accompanied by one or more members of the crew, shall inspect all crew accommodation at intervals of not more than one week. The results of each such inspection shall be recorded.

PART IV—APPLICATION OF CONVENTION TO EXISTING SHIPS

Article 18

1. Subject to the provisions of paragraphs 2 and 3 of this Article, this Convention applies to ships the keels of which are laid down subsequent to the coming into force of the Convention for the territory of registration.

2. In the case of a ship which is fully complete on the date of the coming into force of this Convention for the territory of registration and which is below the standard set by Part III of this Convention, the competent authority may, after consultation with the organizations of shipowners and/or the shipowners and with the *bona fide* trade unions of seafarers, require such alterations for the purpose of bringing the ship into conformity with the requirements of the Convention as it deems possible, having regard to the practical problems involved, to be made when—

- (a) the ship is registered;
- (b) substantial structural alterations or major repairs are made to the vessel as a result of long-range plans and not as a result of an accident or emergency.

3. In the case of a ship in the process of building and/or reconversion on the date of the coming into force of this Convention for the territory of registration, the competent authority may, after consultation with the organizations of shipowners and/or the shipowners and with the *bona fide* trade unions of seafarers require such alterations for the purpose of bringing the ship into conformity with the requirements of the Convention as it deems possible having regard to the practical problems involved; such alterations shall constitute final compliance with the terms of this Convention, unless and until the ship be re-registered.

PART V—FINAL PROVISIONS

Article 19

Nothing in this Convention shall affect any law, award, custom or agreement between shipowners and seafarers which ensures more favourable conditions than those provided for by this Convention.

Article 20

The formal ratification of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 21

1. This Convention shall be binding only upon those members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force six months after the date on which there have been registered ratifications by seven of the following countries: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey and Yugoslavia, including at least four countries each of which has at least one million gross register tons of shipping. This provision is included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

3. Thereafter, this Convention shall come into force for any Member six months after the date on which its ratification has been registered.

Article 22

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Annex 7—Recommendation (No. 78) Concerning the Provision to Crews by Shipowners of Bedding, Mess Utensils and Other Articles

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to the provision to crews of shipowners of bedding, mess utensils and other articles, which is included in the third item on the agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

Article 23

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 24

The Director of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 25

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 26

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 22 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 27

The English and French versions of the text of this Convention are equally authoritative.

adopts this 29th day of June of the year one thousand nine hundred and forty-six, the following Recommendation which may be cited as the Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946:

The Conference recommends that each Member of the International Labour Organization should apply the following principles and should inform the International Labour Office, as requested by the Governing Body, of the measures taken to give effect thereto:

1. (1) Clean bed linen, blankets, bedspreads and mess utensils should be supplied to the members of the crew by the shipowner for use.

on board during service on the ship, and such members should be responsible for their return at times specified by the master and on completion of service in the ship.

(2) In the event of any article not being returned in good condition, fair wear and tear excepted, the member of the crew concerned should pay cost price.

Annex 8—Convention (No. 68) Concerning Food and Catering for Crews on Board Ship

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to food and catering for crews on board ship, which is the fourth item on the agenda of the Session, and

Having determined that these proposals shall take the form of an International Convention

adopts this 27th day of June of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Food and Catering (Ships' Crews) Convention, 1946:

Article 1

1. Every Member of the International Labour Organization for which this Convention is in force is responsible for the promotion of a proper standard of food supply and catering service for the crews of its sea-going vessels, whether publicly or privately owned, which are engaged in the transport of cargo or passengers for the purpose of trade and registered in a territory for which this Convention is in force.

2. National laws or regulations or, in the absence of such laws or regulations, collective agreements between employers and workers, shall determine the vessels or classes of vessels which are to be regarded as sea-going vessels for the purpose of this Convention.

Article 2

The following functions shall be discharged by the competent authority, except in so far as these functions are adequately discharged in virtue of collective agreements:

- (a) the framing and enforcement of regulations concerning food and water supplies, catering, and the construction, location, ventilation, heating, lighting, water system and equipment of galleys and other catering department spaces on board ship including store rooms and refrigerated chambers;
- (b) the inspection of food and water supplies and of the accommodation arrangements and equipment on board ship for the storage, handling and preparation of food;
- (c) the certification of such members of the catering department staff as are required to possess prescribed qualifications;
- (d) research into, and educational and propaganda work concerning methods of ensuring proper food supply and catering service.

Article 3

1. The competent authority shall work in close co-operation with the organizations of ship-owners and seafarers and with national or local

2. Bed linen, blankets and bedspreads should be of good quality and plates, cups and other mess utensils should be of approved material which can be easily cleaned.

3. Towels, soap and toilet paper for the members of the crew should be provided by the shipowner.

authorities concerned with questions of food and health, and may where necessary utilize the services of such authorities.

2. The activities of the various authorities shall be duly co-ordinated so as to avoid overlapping or uncertainty of jurisdiction.

Article 4

The competent authority shall have a permanent staff of qualified persons, including inspectors.

Article 5

1. Each Member shall maintain in force laws or regulations concerning food supply and catering arrangements designed to secure the health and well-being of the crews of the vessels mentioned in Article 1.

- 2. These laws or regulations shall require—
 - (a) the provision of food and water supplies which, having regard to the size of the crew and the duration and nature of the voyage, are suitable in respect of quantity, nutritive value, quality and variety;
 - (b) the arrangement and equipment of the catering department in every vessel in such a manner as to permit of the service of proper meals to the members of the crew.

Article 6

National laws or regulations shall provide for a system of inspection by the competent authority of—

- (a) supplies of food and water;
- (b) all spaces and equipment used for the storage and handling of food and water;
- (c) galley and other equipment for the preparation and service of meals; and
- (d) the qualification of such members of the catering department of the crew as are required by such laws or regulations to possess prescribed qualifications.

Article 7

1. National laws or regulations or, in the absence of such laws or regulations, collective agreements between employers and workers shall provide for inspection at sea at prescribed intervals by the master, or an officer specially deputed for the purpose by him, together with a responsible member of the catering department of—

- (a) supplies of food and water;
- (b) all spaces and equipment used for the storage and handling of food and water, and galley and other equipment for the preparation and service of meals.

2. The results of each such inspection shall be recorded.

Article 8

A special inspection shall be made by the representatives of the competent authority of the territory of registration on written com-

plaint made by a number or proportion of the crew prescribed by national laws or regulations or on behalf of a recognized organization of shipowners or seafarers. In order to avoid delay in sailing, such complaints should be submitted as soon as possible but at least twenty-four hours before the scheduled time of departure from port.

Article 9

1. Inspectors shall have authority to make recommendations to the owner of a ship, or to the master or other person responsible, with a view to the improvement of the standard of catering.

2. National laws or regulations shall prescribe penalties for—

- (a) failure by an owner, master, member of the crew, or other person responsible to comply with requirements of the national laws or regulations in force; and
- (b) any attempts to obstruct an inspector in the discharge of his duties.

3. Inspectors shall submit regularly to the competent authority reports framed on uniform lines dealing with their work and its results.

Article 10

1. The competent authority shall prepare an annual report.

2. The annual report shall be issued as soon as practicable after the end of the year to which it relates and shall be made readily available to all bodies and persons concerned.

3. Copies of the annual report shall be transmitted to the International Labour Office.

Article 11

1. Courses of training for employment in the catering department of sea-going ships shall be organized either in approved schools or by means of other arrangements acceptable to both shipowners' and seafarers' organizations.

2. Facilities shall be provided for refresher courses to enable persons already trained to bring their knowledge and skill up to date.

Article 12

1. The competent authority shall collect up-to-date information on nutrition and on methods of purchasing, storing, preserving, cooking and serving food, with special reference to the requirements of catering on board ship.

2. This information shall be made available, free of charge or at reasonable cost, to manufacturers of and traders in ships' food supplies and equipment, ships' masters, stewards and cooks, and shipowners and seafarers and their organizations generally; appropriate forms of publicity, such as manuals, brochures, posters, charts or advertisements in trade journals shall be used for this purpose.

3. The competent authority shall issue recommendations to avoid wastage of food, facilitate the maintenance of a proper standard of cleanliness, and ensure the maximum practicable convenience in working.

Article 13

Any of the functions of the competent authority in respect of the certification of catering department staff and the collection and distribution of information may be discharged by delegating the work, or part of it, to a central organization or authority exercising similar functions in respect of seafarers generally.

Article 14

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 15

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force six months after the date on which there have been registered ratifications by nine of the following countries: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey and Yugoslavia, including at least five countries each of which has at least one million gross register tons of shipping. This provision is included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

3. Thereafter, this Convention shall come into force for any Member six months after the date on which its ratification has been registered.

Article 16

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 17

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 18

The Director of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 19

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour

Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 20

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation by this Convention, notwithstanding the provisions of

Article 16 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 21

The English and French versions of the text of this Convention are equally authoritative.

Annex 9—Convention (No. 69) Concerning the Certification of Ships' Cooks

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-Eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to the certification of ships' cooks, which is included in the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an International Convention

adopts this 27th day of June of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Certification of Ships' Cooks Convention, 1946:

Article 1

1. This Convention applies to sea-going vessels, whether publicly or privately owned, which are engaged in the transport of cargo or passengers for the purpose of trade and registered in a territory for which this Convention is in force.

2. National laws or regulations or, in the absence of such laws or regulations, collective agreements between employers and workers, shall determine the vessels or classes of vessels which are to be regarded as sea-going vessels for the purpose of this Convention.

Article 2

For the purpose of this Convention the term "ship's cook" means the person directly responsible for the preparation of meals for the crew of the ship.

Article 3

1. No person shall be engaged as ship's cook on board any vessel to which this Convention applies unless he holds a certificate of qualification as ship's cook granted in accordance with the provisions of the following articles.

2. Provided that the competent authority may grant exemptions from the provisions of this article if in its opinion there is an inadequate supply of certificated ships' cooks.

Article 4

1. The competent authority shall make arrangements for the holding of examinations and for the granting of certificates of qualification.

2. No person shall be granted a certificate of qualification unless—

(a) he has reached a minimum age to be prescribed by the competent authority;

(b) he has served at sea for a minimum period to be prescribed by the competent authority; and

(c) he has passed an examination to be prescribed by the competent authority.

3. The prescribed examination shall provide a practical test of the candidate's ability to prepare meals; it shall also include a test of his knowledge of food values, the drawing up of varied and properly balanced menus, and the handling and storage of food on board ship.

4. The prescribed examination may be conducted and certificates granted either directly by the competent authority or, subject to its control, by an approved school for the training of cooks or other approved body.

Article 5

Article 3 of this Convention shall apply after the expiration of a period not exceeding three years from the date of entry into force of the Convention for the territory where the vessel is registered: Provided that, in the case of a seaman who has had a satisfactory record of two years' service as cook before the expiration of the aforesaid period, national laws or regulations may provide for the acceptance of a certificate of such service as equivalent to a certificate of qualification.

Article 6

The competent authority may provide for the recognition of certificates of qualification issued in other territories.

Article 7

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 8

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force six months after the date on which there have been registered ratifications by nine of the following countries: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey and Yugoslavia, including at least five countries each of which has at least one million gross register tons of shipping. This provision is included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

3. Thereafter, this Convention shall come into force for any Member six months after the date on which its ratification has been registered.

Article 9

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this article, will be bound for another period of ten years and, hereafter may denounce this Convention at the expiration of each period of ten years under the terms provided for in this article.

Article 10

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 11

The Director of the International Labour Office shall communicate to the Secretary-Gen-

eral of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding articles.

Article 12

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 13

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 14

The English and French versions of the text of this Convention are equally authoritative.

Annex 10—Convention (No. 73) Concerning the Medical Examination of Seafarers

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to the medical examination of seafarers, which is included in the fifth item on the agenda of the Session, and Having determined that these proposals shall take the form of an International Convention.

adopts this 29th day of June of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Medical Examination (Seafarers) Convention, 1946:

Article 1

1. This Convention applies to every sea-going vessel, whether publicly or privately owned, which is engaged in the transport of cargo or passengers for the purpose of trade and is registered in a territory for which this Convention is in force.

2. National laws or regulations shall determine when vessels are to be regarded as seagoing.

3. This Convention does not apply to—

- (a) vessels of less than 200 tons gross register tonnage;
- (b) wooden vessels of primitive build such as dhows and junks;
- (c) fishing vessels;
- (d) estuarial craft.

Article 2

Without prejudice to the steps which should be taken to ensure that the persons mentioned below are in good health and not likely to endanger the health of other persons on board, this Convention applies to every person who is engaged in any capacity on board a vessel except—

- (a) a pilot (not a member of the crew);
- (b) persons employed on board by an employer other than the shipowner, except radio officers or operators in the service of a wireless telegraphy company;
- (c) travelling dockers (longshoremen) not members of the crew;
- (d) persons employed in ports who are not ordinarily employed at sea.

Article 3

1. No person to whom this Convention applies shall be engaged for employment in a vessel to

which this Convention applies unless he produces a certificate attesting to his fitness for the work for which he is to be employed at sea signed by a medical practitioner or, in the case of a certificate solely concerning his sight, by a person authorized by the competent authority to issue such a certificate.

2. Provided that, for a period of two years from the date of the entry into force of this Convention for the territory concerned, a person may be so engaged if he produces evidence that he has been employed in a sea-going vessel to which this Convention applies for a substantial period during the previous two years.

Article 4

1. The competent authority shall, after consultation with the shipowners' and seafarers' organizations concerned, prescribe the nature of the medical examination to be made and the particulars to be included in the medical certificate.

2. When prescribing the nature of the examination, due regard shall be had to the age of the person to be examined and the nature of the duties to be performed.

3. In particular, the medical certificate shall attest:

- (a) that the hearing and sight of the person and, in the case of a person to be employed in the deck department (except for certain specialist personnel, whose fitness for the work which they are to perform is not liable to be affected by defective colour vision) his colour vision, are all satisfactory; and
- (b) that he is not suffering from any disease likely to be aggravated by, or to render him unfit for, service at sea or likely to endanger the health of other persons on board.

Article 5

1. The medical certificate shall remain in force for a period not exceeding two years from the date on which it was granted.

2. In so far as a medical certificate relates to colour vision it shall remain in force for a period not exceeding six years from the date on which it was granted.

3. If the period of validity of a certificate expires in the course of a voyage the certificate shall continue in force until the end of that voyage.

Article 6

1. In urgent cases the competent authority may allow a person to be employed for a single voyage without having satisfied the requirements of the preceding Articles.

2. In such cases the terms and conditions of employment shall be the same as those of seafarers in the same category holding a medical certificate.

3. Employment in virtue of this Article shall not be deemed on any subsequent occasion to be previous employment for the purpose of Article 3.

Article 7

The competent authority may provide for the acceptance in substitution for a medical certificate of evidence in a prescribed form that the required certificate has been given.

Article 8

Arrangements shall be made to enable a person who, after examination, has been refused a certificate to apply for a further examination by a medical referee or referees who shall be independent of any shipowner or of any organization of shipowners or seafarers.

Article 9

Any of the functions of the competent authority under this Convention may, after consultation with the organizations of shipowners and seafarers, be discharged on delegating the work, or part of it, to an organization or authority exercising similar functions in respect of seafarers generally.

Article 10

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 11

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force six months after the date on which there have been registered ratifications by seven of the following countries: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey and Yugoslavia, including at least four countries each of which has at least one million gross register tons of shipping. This provision is included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

3. Thereafter, this Convention shall come into force for any Member six months after the date on which its ratification has been registered.

Article 12

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 13

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention

into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 14

The Director of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 15

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 16

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 12 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 17

The English and French versions of the text of this Convention are equally authoritative.

Annex 11—Convention (No. 74) Concerning the Certification of Able Seamen

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to the certification of able seamen, which is included in the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an International Convention, adopts this 29th day of June of the year one thousand nine hundred and forty-six the following Draft Convention which may be cited as the Certification of Able Seamen Convention, 1946:

Article 1

No person shall be engaged on any vessel as an able seaman unless he is a person who by national laws or regulations is deemed to be competent to perform any duty which may be required of a member of the crew serving in the deck department (other than an officer or leading or specialist rating) and unless he holds a certificate of qualification as an able seaman granted in accordance with the provisions of the following Articles.

Article 2

1. The competent authority shall make arrangements for the holding of examinations and for the granting of certificates of qualification.

2. No person shall be granted a certificate of qualification unless—

- (a) he has reached a minimum age to be prescribed by the competent authority;
- (b) he has served at sea in the deck department for a minimum period to be prescribed by the competent authority; and
- (c) he has passed an examination of proficiency to be prescribed by the competent authority.

3. The prescribed minimum age shall not be less than eighteen years.

4. The prescribed minimum period of service at sea shall not be less than thirty-six months: Provided that the competent authority may—

- (a) permit persons with a period of actual service at sea of not less than twenty-four months who have successfully passed through a course of training in an approved training school to reckon the time spent in such training, or part thereof, as sea service; and
- (b) permit persons trained in approved sea-going training ships who have served eighteen months in such ships to be certificated as able seamen upon leaving in good standing.

5. The prescribed examination shall provide a practical test of the candidate's knowledge of seamanship and of his ability to carry out effectively all the duties that may be required of an able seaman, including those of a lifeboatman: it shall be such as to qualify a successful candidate to hold the special lifeboatman's certificate provided for in Article 22 of the International Convention for the Safety of Life at Sea, 1929, or in the corresponding provision of any subsequent Convention revising or replacing that Convention for the time being in force for the territory concerned.

Article 3

A certificate of qualification may be granted to any person who, at the time of the entry into force of this Convention for the territory concerned, is performing the full duties of an able seaman or leading deck rating or has performed such duties.

Article 4

The competent authority may provide for the recognition of certificates of qualification issued in other territories.

Article 5

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 6

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 7

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 8

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 9

The Director of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 10

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 11

1. Should the Conference adopt a new Convention revising this Convention in whole or in part then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 7 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 12

The English and French versions of the text of this Convention are equally authoritative.

Annex 12—Recommendation (No. 77) Concerning the Organization of Training for Sea Service

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eight Session on 6 June, and

Having decided upon the adoption of certain proposals with regard to the organization of training for sea service, which is included in the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation, adopts this 29th day of June of the year one thousand nine hundred and forty-six the following Recommendation which may be cited as the Vocational Training (Seafarers) Recommendation, 1946:

The Conference recommends that each maritime Member of the International Labour Organization should take the following principles and rules into consideration in connection with the organization of training for sea service and should report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto:

1. The work of the various official and private institutions in each country which deal with vocational training for service at sea should, while ensuring free play to initiative and adaptability to the varying requirements of the shipping industry and to local conditions in the country, be co-ordinated and developed on the basis of a general program which will provide adequate incentives to attract men to the maritime industry and to make seafaring their occupation in life.

2. This program should take account of—

- (a) the occupational interests and cultural and moral requirements of the seafarer;
- (b) the labour requirements of the shipping industry, with special regard to changes in technique and methods of organization of work and to the trend of development in the labour market;
- (c) the economic and social interests of the community.

3. The co-ordination and development of the work of training institutions should be undertaken on a national scale with the systematic collaboration of the national and local authori-

ties concerned with the matters mentioned in the preceding paragraph and with the organization of shipowners and seafarers concerned

4. (1) Where the program of training includes training for young persons in shore establishments and/or training vessels before they are first employed at sea, facilities for such training should be available for those who intend to serve as ratings as well as for those training to become officers.

(2) The age of entry and other conditions of admission and the curriculum in institutions for pre-sea training should be related to the age of leaving and the curriculum of the schools of the country.

(3) The curriculum of institutions for pre-sea training should so far as practicable include subjects of general educational value, and special attention should be paid to the health and physical training of the students.

5. (1) Provision should be made for the organization of courses of training for persons who wish to improve and refresh their technical skill and knowledge, to acquire a special skill or to qualify for promotion to a higher grade or rank.

(2) These courses should include correspondence courses specially adapted to the needs of persons already serving at sea.

6. (1) Systematic efforts should be made to ensure that so far as practicable no person who wishes to enter sea service or to rise to the highest rank therein for which his natural abilities qualify him shall be debarred from so

doing by reason of his own or his parents' financial circumstances.

(2) To assist in carrying out this principle, the award of scholarships and allowances, the adjustment of fees, the granting of paid study leave, the provision of facilities for the borrowing or purchase of books and instruments, and correspondence courses should be encouraged.

7. (1) Measures should be taken to supply parents, schools, vocational guidance institutions, employment exchanges and other bodies concerned and seafarers with information concerning the conditions upon which training for sea service can be obtained, the facilities that are available and the benefits to be derived from taking advantage of such facilities, including employment opportunities which may be available within successive periods.

(2) In particular, authorized lists of private institutions which are considered satisfactory in respect of the efficiency of their equipment, the quality of the tuition and training and general administration, and the fees charged should be published.

8. Encouragement should be given to the extension of facilities for the continuance of vocational and general education at sea by—

- (a) the provision of ships' libraries and cinema films of educational as well as recreational value;
- (b) the organization of correspondence courses;
- (c) the broadcasting of special radio programs.

Annex 13—Convention (No. 72) Concerning Vacation Holidays With Pay for Seafarers

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals with regard to holidays with pay for seafarers, which is the sixth item on the agenda of the Session, and

Considering that these proposals involve the total revision of the Holidays with Pay (Sea) Convention, 1936, and must take the form of an International Convention,

adopts this 28th day of June of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Paid Vacations (Seafarers) Convention, 1946.

Article 1

1. This Convention applies to every sea-going mechanically propelled vessel, whether publicly or privately owned, engaged in the transport of cargo or passengers for the purpose of trade and registered in a territory for which this Convention is in force.

2. National laws or regulations or, in the absence of such laws or regulations, collective agreements shall determine when vessels are to be regarded as sea-going vessels for the purpose of this Convention.

3. This Convention does not apply to—

- (a) wooden vessels of primitive build such as dhows and junks;

- (b) vessels engaged in fishing or in operations directly connected therewith; or in sealing or similar pursuits;
- (c) estuarial craft.

4. National laws or regulations or collective agreements may provide for the exemption from the provisions of this Convention of Vessels of less than 200 gross register tons.

Article 2

1. This Convention applies to every person who is engaged in any capacity on board a vessel except—

- (a) a pilot not a member of the crew;
- (b) a doctor not a member of the crew;
- (c) nursing staff engaged exclusively on nursing duties and hospital staff not members of the crew;
- (d) persons working exclusively on their own account or remunerated exclusively by a share of profits or earnings;
- (e) persons not remunerated for their services or remunerated only by a nominal salary or wage;
- (f) persons employed on board by an employer other than the shipowner except radio officers or operators in the service of a wireless telegraphy company;
- (g) travelling dockers (longshoremen) not members of the crew;
- (h) persons employed in whale-catching, in floating factories or otherwise, for the purpose of whaling or similar operations under conditions regulated by the provisions of a special collective whaling or

similar agreement determining the rates of pay, hours of work and other conditions of service concluded by an organization of seafarers.

- (i) persons employed in port who are not ordinarily employed at sea.

2. The competent authority may, after consultation with the organizations of shipowners and seafarers concerned, exempt from the application of the Convention masters, chief navigating officers and chief engineers who by virtue of national laws or regulations or collective agreements enjoy conditions of service which are not less favourable in respect of annual leave than those required by the Convention.

Article 3

1. Every person to whom this Convention applies shall be entitled after twelve months of continuous service to an annual vacation holiday with pay, the duration of which shall be—

- (a) in the case of masters, officers and radio officers or operators, not less than eighteen working days of each year of service;
- (b) in the case of other members of the crew, not less than twelve working days for each year of service.

2. A person with not less than six months of continuous service shall on leaving such service be entitled in respect of each complete month of service to one and a half working days' leave in the case of a master, officer, or radio officer or operator, and one working day's leave in the case of another member of the crew.

3. A person who is discharged through no fault of his own before he has completed six months of continuous service shall on leaving such service be entitled in respect of each complete month of service to one and a half working day's leave in the case of a master, officer, or radio officer or operator, and one working day's leave in the case of another member of the crew.

4. For the purpose of calculating when a vacation holiday is due—

- (a) service off articles shall be included in the reckoning of continuous service;
- (b) short interruptions of service not due to the act or fault of the employee and not exceeding a total of six weeks in any twelve months shall not be deemed to break the continuity of the periods of service which precede and follow them;
- (c) continuity of service shall not be deemed to be interrupted by any change in the management or ownership of the vessel or vessels in which the person concerned has served.

5. The following shall not be included in the annual vacation holiday with pay:

- (a) public and customary holidays;
- (b) interruptions of service due to sickness or injury.

6. National laws or regulations or collective agreements may provide for the division into parts of an annual vacation holiday due in virtue of this Convention or for the accumulation of such a vacation holiday due in respect of one year with a subsequent vacation holiday.

7. National laws or regulations or collective agreements may in very exceptional circumstances when the service so requires, provide for the substitution of an annual vacation holiday due in virtue of this Convention of a cash pay-

ment at least equivalent to the remuneration provided for in Article 5.

Article 4

1. When an annual vacation holiday is due it shall be given by mutual agreement at the first opportunity as the requirements of the service allow.

2. No person may be required without his consent to take the annual vacation holiday due to him at a port other than a port in the territory of engagement or a port in his home territory. Subject to this requirement, the vacation holiday shall be given at a port permitted by national laws or regulations or collective agreement.

Article 5

1. Every person taking a vacation holiday in virtue of Article 3 of this Convention shall receive in respect of the full period of the vacation holiday his usual remuneration.

2. The usual remuneration payable in virtue of the preceding paragraph shall include a suitable subsistence allowance and shall be calculated in a manner which shall be prescribed by national laws or regulations or fixed by collective agreement.

Article 6

Subject to the provisions of paragraph 7 of Article 3 any agreement to relinquish the right to an annual vacation holiday with pay, or to forgo such a vacation holiday, shall be void.

Article 7

A person who leaves or is discharged from the service of his employer before he has taken a vacation holiday due to him shall receive in respect of every day of vacation holiday due to him in virtue of this Convention the remuneration provided for in Article 5.

Article 8

Each Member which ratifies this Convention shall ensure the effective application of its provisions.

Article 9

Nothing in this Convention shall affect any law, award, custom or agreement between shipowners and seamen which ensures more favourable conditions than those provided by this Convention.

Article 10

1. Effect may be given to this Convention by (a) laws or regulations; (b) collective agreements between employers and workers; or (c) a combination of laws or regulations and collective agreements between employers and workers. Except as may be otherwise provided herein, the provisions of this Convention shall be made applicable to every vessel registered in the territory of the ratifying Member and to every person engaged on any such vessel.

2. Where effect has been given to any provision of this Convention by a collective agreement in pursuance of paragraph 1 of this Article, then, notwithstanding anything contained in Article 8 of this Convention, the Member in whose territory the agreement is in force shall not be required to take any measures in pursuance of Article 8 in respect of the provisions of the Convention to which effect has been given by collective agreement.

3. Each Member ratifying this Convention shall supply to the Director of the International Labour Office information on the measures by which the Convention is applied, including particulars of any collective agreements which give effect to any of its provisions and are in force at the date when the Member ratifies the Convention.

4. Each Member ratifying this Convention undertakes to take part, by means of a tripartite delegation, in any committee-representative of governments and shipowners' and seafarers' organizations and including in an advisory capacity representatives of the Joint Maritime Commission of the International Labour Office which may be set up for the purpose of examining the measures taken to give effect to the Convention.

5. The Director will lay before the said committee a summary of the information received by him under paragraph 3 above.

6. The committee shall consider whether the collective agreements reported to it give full effect to the provisions of this Convention. Each Member ratifying the Convention undertakes to give consideration to any observations or suggestions concerning the application of the Convention made by the committee and further undertakes to bring to the notice of the organizations of employers and of workers who are parties to any of the collective agreements mentioned in paragraph 1 any observations or suggestions of the aforesaid committee concerning the degree to which such agreements give full effect to the provisions of the Convention.

Article 11

For the purpose of Article 17 of the Holidays with Pay (Sea) Convention, 1936, the present Convention shall be regarded as a Convention revising that Convention.

Article 12

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 13

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall come into force six months after the date on which there have been registered ratifications by nine of the following countries: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey and Yugoslavia, including at least five countries each of which has at least one million gross register tons of shipping. This provision is included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

3. Thereafter, this Convention shall come into force for any Member six months after the date on which its ratification has been registered.

Article 14

1. A Member which has ratified this Convention may denounce it after the expiration of

ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this article.

Article 15

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 16

The Director of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding articles.

Article 17

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 18

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 14 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 19

The English and French versions of the text of this Convention are equally authoritative.

Annex 14—Convention (No. 76) Concerning Wages, Hours of Work on Board Ship and Manning

The General Conference of the International Labour Organization,

Having been convened at Seattle by the Governing Body of the International Labour Office, and having met in its Twenty-eighth Session on 6 June 1946, and

Having decided upon the adoption of certain proposals concerning wages, hours of work on board ship and manning, which is the ninth item on the agenda of the Session, and Considering that these proposals involve a complete revision of the Hours of Work and Manning (Sea) Convention, 1936, and must take the form of an International Convention,

adopts this twenty-ninth day of June of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Wages, Hours of Work and Manning (Sea) Convention, 1946:

PART I. GENERAL PROVISIONS

Article 1

Nothing in this Convention shall be deemed to prejudice any provision concerning wages, hours of work on board ship, or manning, by law, award, custom or agreement between shipowners and seafarers, which ensures the seafarers conditions more favourable than those provided for by this Convention.

Article 2

1. The Convention applies to every vessel, whether publicly or privately owned, which is—

- (a) mechanically propelled;
- (b) registered in a territory for which the Convention is in force;
- (c) engaged in the transport of cargo or passengers for the purpose of trade; and
- (d) engaged in a voyage by sea.

2. This Convention does not apply to—

- (a) vessels of less than 500 gross register tons;
- (b) wooden vessels of primitive build such as dhows and junks;
- (c) vessels engaged in fishing or in operations directly connected therewith;
- (d) estuarial craft.

Article 3

This Convention applies to every person who is engaged in any capacity on board a vessel except—

- (a) a master;
- (b) a pilot not a member of the crew;
- (c) a doctor;
- (d) nursing staff engaged exclusively on nursing duties and hospital staff;
- (e) persons whose duties are connected solely with the cargo on board;
- (f) persons working exclusively on their own account or remunerated exclusively by a share of profits or earnings;
- (g) persons not remunerated for their services or remunerated only by a nominal salary or wage;
- (h) persons, excluding those in the service of a wireless telegraphy company, who are employed on board by an employer other than the shipowner;

- (i) travelling dockers (longshoremen) not members of the crew;
- (j) persons employed in whale-catching, floating factory or transport vessels or otherwise for the purpose of whaling or similar operations under conditions regulated by the provisions of a special collective whaling or similar agreement determining the rates of pay, hours of work and other conditions of service concluded by an organization of seafarers;
- (k) persons who are not members of the crew (whether working on or off articles) but are employed while the vessel is in port on repairing, cleaning, loading or unloading the vessel or similar work or on port relief, maintenance, watch or care-taking duties.

Article 4

In this Convention—

- (a) the term "officer" means a person other than a master who is described in the ship's articles as an officer or who is serving in a capacity which by law, collective agreement or custom is recognized as that of an officer;
- (b) the term "rating" means a member of the crew other than a master or officer and includes a certified seaman;
- (c) the term "able seaman" means any person who by national laws or regulations, or in the absence of such laws or regulations by collective agreement, is deemed to be competent to perform any duty which may be required of a rating serving in the deck department other than the duties of a leading or specialist rating;
- (d) the term "basic pay or wages" means the remuneration of an officer or rating in cash, exclusive of overtime, premiums or any other allowances either in cash or in kind.

PART II. WAGES

Article 5

1. The basic pay or wages for a calendar month of service of an able seaman employed in a vessel to which this Convention applies shall not be less than sixteen pounds in currency of the United Kingdom of Great Britain and Northern Ireland or sixty-four dollars in currency of the United States of America or the equivalent thereof in other currency.

2. In the event of a change in the par value of the pound or the dollar being notified to the International Monetary Fund—

- (a) the minimum basic wage prescribed in paragraph 1 of this Article in terms of the currency in respect of which such notification has been made shall be adjusted so as to maintain equivalence with the other currency;
- (b) the adjustment shall be notified by the Director of the International Labour Office to the Members of the International Labour Organization; and
- (c) the minimum basic wage so adjusted shall be binding upon Members which have ratified the Convention in the same manner as the wage prescribed in para-

graph 1 of this Article, and shall take effect for each such Member not later than the beginning of the second calendar month following that in which the Director communicates the change to Members.

Article 6

1. In the case of ships in which are employed such groups of ratings as necessitate the employment of larger groups of ratings than would otherwise be employed the minimum basic pay or wages of an able seaman shall be an amount fixed as the adjusted equivalent of the minimum basic pay or wages stipulated in the preceding article.

2. The adjusted equivalent shall be fixed in accordance with the principle of equal pay for equal work and due allowance shall be made for—

- (a) the extra number of ratings of such groups who are employed; and
- (b) any increase or decrease in cost to the shipowner consequent on the employment of such groups of ratings.

3. The adjusted equivalent shall be determined by collective agreement between the organizations of shipowners and seafarers concerned or, failing such agreement and subject to both countries concerned having ratified the Convention, by the competent authority of the territory of the group of seafarers concerned.

Article 7

If meals are not provided free of charge, the minimum basic pay or wages shall be increased by an amount to be determined by collective agreement between the organization of shipowners and seafarers concerned or, failing such agreement, by the competent authority.

Article 8

1. The rate to be used for determining the equivalent in other currency of the minimum basic pay or wages prescribed in Article 5 shall be the ratio between the par value of that currency and the par value of the pound of the United Kingdom of Great Britain and Northern Ireland or of the dollar of the United States of America.

2. In the case of the currency of a Member of the International Labour Organization which is a Member of the International Monetary Fund the par value shall be that currently in effect under the Articles of Agreement of the International Monetary Fund.

3. In the case of the currency of a Member of the International Labour Organization which is not a Member of the International Monetary Fund, the par value shall be the official rate of exchange, in terms of gold or of the dollar of the United States of America of the weight and fineness in effect on 1 July 1944, currently in effect for payments and transfers for current international transactions.

4. In the case of any currency which cannot be dealt with under the provisions of either of the two preceding paragraphs—

- (a) the rate to be adopted for the purpose of this Article shall be determined by the Member of the International Labour Organization concerned;
- (b) the Member concerned shall notify its decision to the Director of the Interna-

tional Labour Office, who shall forthwith inform the other Members which have ratified this Convention;

- (c) within a period of six months from the date on which the information is communicated by the Director, any other Member which has ratified the Convention may inform the Director of the International Labour Office that it objects to the decision, and the Director shall thereupon inform the Member concerned and the other Members which have ratified the Convention and shall report the matter to the Committee provided for in Article 21;
- (d) the foregoing provisions shall apply in the event of any change in the decision of the Member concerned.

5. A change in basic pay or wages as a result of a change in the rate for determining the equivalent in other currency shall take effect not later than the beginning of the second calendar month following that in which the change in the relative par values of the currencies concerned becomes effective.

Article 9

Each Member shall take the necessary measures—

- (a) to ensure, by way of a system of supervision and sanctions, that remuneration is paid at not less than the rate required by this Convention; and
- (b) to ensure that any person who has been paid at a rate less than that required by this Convention is enabled to recover, by an inexpensive and expeditious judicial or other procedure, the amount by which he has been underpaid.

PART III. HOURS OF WORK ON BOARD SHIP

Article 10

This Part of this Convention does not apply to—

- (a) a chief officer or chief engineer;
- (b) a purser;
- (c) any other officer in charge of a department who does not keep watch;
- (d) a person employed in the clerical or catering department of a vessel who is
 - (i) serving in a superior grade as defined by a collective agreement between the organizations of shipowners and seafarers concerned; or
 - (ii) working chiefly on his own account; or
 - (iii) remunerated solely on a commission basis or chiefly by a share of profits or earnings.

Article 11

In this Part of this Convention—

- (a) the term "near trade ship" means a vessel exclusively engaged in voyages upon which it does not proceed farther from the country from which it trades than the near-by ports of neighbouring countries within geographical limits which—
 - (i) are clearly specified by national laws, regulations or by collective agreement between organizations of shipowners and seafarers;

- (ii) are uniform in respect of the application of all the provisions of this Part of the Convention;
- (iii) have been notified by the Member when registering its ratification by a declaration annexed thereto; and
- (iv) have been fixed after consultation with the other Members concerned;
- (b) the term "distant trade ship" means a vessel other than a near-trade ship;
- (c) the term "passenger ship" means a vessel licensed to carry more than twelve passengers;
- (d) the term "hours of work" means time during which a person is required by the orders of a superior to do work on account of the vessel or the owner.

Article 12

1. This Article applies to officers and ratings employed in the deck, engine-room and radio departments of near-trade ships.

2. The normal hours of work of an officer or rating shall not exceed—

- (a) when the vessel is at sea twenty-four hours in any period of two consecutive days;
- (b) when the vessel is in port—
 - (i) on the weekly day of rest, such time not exceeding two hours as is necessary for ordinary routine and sanitary duties;
 - (ii) on other days, eight hours except where a collective agreement provides for less on any day;
- (c) one hundred and twelve hours in a period of two consecutive weeks.

3. Time worked in excess of the limits prescribed in subparagraphs (a) and (b) of paragraph 2 shall be regarded as overtime for which the officer or rating concerned shall be entitled to compensation in accordance with the provisions of Article 17 of this Convention.

4. When the total number of hours worked in a period of two consecutive weeks, excluding hours regarded as overtime, exceeds one hundred and twelve, the officer or rating concerned shall be compensated by time off in port or otherwise as may be determined by collective agreement between the organizations of shipowners and seafarers concerned.

5. National laws or regulations or collective agreements shall determine when a ship is to be regarded as being at sea and when it is to be regarded as being in port for the purposes of this Article.

Article 13

1. This Article applies to officers and ratings employed in the deck, engine-room and radio departments of distant-trade ships.

2. When the vessel is at sea and on days of sailing and arrival, the normal hours of work of an officer or rating shall not exceed eight hours in any one day.

3. When the vessel is in port, the normal hours of work of an officer or rating shall not exceed—

- (a) on the weekly day of rest: such time not exceeding two hours as is necessary for ordinary routine and sanitary duties;
- (b) on other days: eight hours except where a collective agreement provides for less on any day.

4. Time worked in excess of the daily limits prescribed in the preceding paragraphs shall be regarded as overtime for which the officer or rating shall be entitled to compensation in accordance with the provisions of Article 17 of this Convention.

5. When the total number of hours worked in a period of one week, excluding hours regarded as overtime, exceeds forty-eight, the officer or rating shall be compensated by time off in port or otherwise as may be determined by collective agreement between the organizations of shipowners and seafarers concerned.

6. National laws or regulations or collective agreements shall determine when a ship is to be regarded as being at sea and when it is to be regarded as being in port for the purposes of this Article.

Article 14

1. This Article applies to persons employed in the catering department of a vessel.

2. In the case of a passenger ship normal hours of work shall not exceed—

- (a) when the vessel is at sea, and on days of sailing and arrival, ten hours in any consecutive period of fourteen hours;
- (b) when the vessel is in port—
 - (i) when passengers are on board, ten hours in any period of fourteen hours;
 - (ii) in other cases—
 - on the day preceding the weekly day of rest, five hours;
 - on the weekly day of rest, five hours for persons engaged in messing duties and such time not exceeding two hours as is necessary for ordinary routine and sanitary duties in the case of other persons; on any other day, eight hours.

3. In the case of a vessel not a passenger ship, normal hours of work shall not exceed—

- (a) when the vessel is at sea and on days of sailing and arrival, nine hours in any period of thirteen hours;
- (b) when the vessel is in port—
 - on the weekly day of rest, five hours;
 - on the day preceding the weekly day of rest, six hours;
 - on any other days, eight hours in any period of twelve hours.

4. When the total number of hours worked in a period of two consecutive weeks exceeds one hundred and twelve the person concerned shall be compensated by time off in port or otherwise as may be determined by collective agreement between the organizations of shipowners and seafarers concerned.

5. National laws or regulations or collective agreements between the organizations of shipowners and seafarers concerned may make special arrangements for the regulation of the hours of work of night watchmen.

Article 15

1. This Article applies to officers and ratings employed in near and distant trade ships.

2. Time off in port should be the subject of negotiations between the organizations of shipowners and seafarers concerned on the basis that officers and ratings should receive the maximum time off in port that is practicable and that such time off should not count as leave.

Article 16

1. The competent authority may exempt from the application of this Part of this Convention officers not already excluded therefrom by virtue of Article 10, subject to the following conditions:

- (a) the officers must be entitled in virtue of a collective agreement to conditions of employment which the competent authority certifies constitute full compensation for the non-application of this part of the Convention;
- (b) the collective agreement must have been originally concluded before 30 June, 1946, and the agreement or a renewal thereof must be still in force.

2. A Member having recourse to the provisions of paragraph 1 shall supply to the Director of the International Labour Office full particulars of any such collective agreement and the Director shall lay a summary of the information received by him before the Committee referred to in Article 21.

3. The said Committee shall consider whether the collective agreements reported to it provide for conditions of employment which constitute full compensation for the non-application of this Part of this Convention. Each Member ratifying the Convention undertakes to give consideration to any observations or suggestions made by the Committee concerning such agreements and further undertakes to bring any such observations or suggests to the notice of the organizations of shipowners and officers who are parties to such agreements.

Article 17

1. The rate or rates of compensation for overtime shall be prescribed by national laws or regulations or be fixed by collective agreement, but in no case shall the hourly rate of payment for overtime be less than one and a quarter times the basic pay or wages per hour.

2. Collective agreements may provide for compensation by equivalent time off duty and off the vessel in lieu of cash payment or for any other method of compensation.

Article 18

1. There shall be no consistent working of overtime.

2. Time spent in the following work shall not be included in normal hours of work or be regarded as overtime for the purposes of this Part of this Convention:

- (a) work that the master deems to be necessary and urgent for the safety of the vessel, cargo or persons on board;
- (b) work required by the master for the purpose of giving assistance to other vessels or persons in distress;
- (c) musters, fire, lifeboat and similar drills of the kind prescribed by the International Convention for the Safety of Life at Sea for the time being in force;
- (d) extra work for the purposes of customs or quarantine or other health formalities;
- (e) normal and necessary work by officers for the determination of the position of the ship and for making meteorological observations;
- (f) extra time required for the normal relieving of watches.

3. Nothing in this Convention shall be deemed to impair the right and duty of the master of a vessel to require, or the duty

of an officer or rating to perform, any work deemed by the master to be necessary for the safe and efficient operation of the vessel.

Article 19

1. No person under the age of sixteen years shall work at night.

2. For the purpose of this Article, "night" means a period of at least nine consecutive hours between times before and after midnight to be prescribed by national laws or regulations or collective agreements.

PART IV. MANNING

Article 20

1. Every vessel to which this Convention applies shall be sufficiently and efficiently manned for the purposes of—

- (a) ensuring the safety of life at sea;
- (b) giving effect to the provisions of Part III of this Convention; and
- (c) preventing excessive strain upon the crew and avoiding or minimizing as far as practicable the working of overtime.

2. Each Member undertakes to maintain, or to satisfy itself that there is maintained efficient machinery for the investigation and settlement of any complaint or dispute concerning the manning of a vessel.

3. Representatives of the organizations of shipowners and seafarers shall participate, with or without other persons or authorities, in the operation of such machinery.

PART V. APPLICATION OF THE CONVENTION

Article 21

1. Effect may be given to this Convention by (a) laws or regulations; (b) collective agreements between shipowners and seafarers (except as regards paragraph 2 of Article 20); or (c) a combination of laws or regulations and collective agreements between shipowners and seafarers. Except as may be otherwise provided herein, the provisions of this Convention shall be made applicable to every vessel registered in the territory of the ratifying Member and to every person engaged on any such vessel.

2. Where effect has been given to any provision of this Convention by a collective agreement in pursuance of paragraph 1 of this Article, then notwithstanding anything contained in Article 9 of this Convention the Member shall not be required to take any measures in pursuance of Article 9 of this Convention in respect of the provisions of the Convention to which effect has been so given by collective agreement.

3. Each Member ratifying this Convention shall supply to the Director of the International Labour Office information on the measures by which the Convention is applied, including particulars of any collective agreement in force which give effect to any of its provisions.

4. Each Member ratifying this Convention undertakes to take part, by means of a tripartite delegation, in any Committee representative of Governments and shipowners' and seafarers' organizations, and including, in an advisory capacity, representatives of the Joint Maritime Commission of the International Labour Office, which may be set up for the purpose of examining the measures taken to give effect to the Convention.

5. The Director shall lay before the said Committee a summary of the information received by him under paragraph 3 above.

6. The Committee shall consider whether the collective agreements reported to it give full effect to the provisions of the Convention. Each Member ratifying the Convention undertakes to give consideration to any observations or suggestions concerning the application of the Convention made by the Committee, and further undertakes to bring to the notice of the organizations of shipowners and of seafarers who are parties to any of the collective agreements mentioned in paragraph 1 any observations or suggestions of the aforesaid Committee concerning the degree to which such agreements give effect to the provisions of the Convention.

Article 22

1. Each Member which ratifies this Convention shall be responsible for the application of its provisions to vessels registered in its territory and shall, except where effect is given to the Convention by collective agreements, maintain in force laws or regulations which—

- (a) determine the respective responsibilities of the shipowner and the master for ensuring compliance therewith;
- (b) prescribe adequate penalties for any violation thereof;
- (c) provide for adequate public supervision of compliance with Part IV of the Convention;
- (d) require the keeping of the records of hours worked necessary for the purposes of Part III of the Convention and of the compensation granted in respect of overtime and of excess hours of work;
- (e) ensure to seafarers the same remedies for recovering payments due to them in respect of compensation for overtime and for excess hours of work as they have for recovering other arrears of pay.

2. The organizations of shipowners and seafarers concerned shall, so far as is reasonable and practicable, be consulted in the framing of all laws or regulations for giving effect to the provisions of this Convention.

Article 23

For the purpose of giving mutual assistance in the enforcement of this Convention every Member which ratifies the Convention undertakes to require the competent authority in every port in its territory to inform the consular or other appropriate authority of any other such Member of any case in which it comes to the notice of such authority that the requirements of the Convention are not being complied with in a vessel registered in the territory of that other Member.

PART VI. FINAL PROVISIONS

Article 24

For the purpose of Article 28 of the Hours of Work and Manning (Sea) Convention, 1936, the present Convention shall be regarded as a Convention revising that Convention.

Article 25

The formal ratifications of this Convention shall be communicated to the Director of the International Labour Office for registration.

Article 26

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director.

2. It shall first come into force six months after the date at which the following conditions have been fulfilled:

- (a) the ratifications of nine of the following Members have been registered: United States of America, Argentine Republic, Australia, Belgium, Brazil, Canada, Chile, China, Denmark, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, India, Ireland, Italy, Netherlands, Norway, Poland, Portugal, Sweden, Turkey, Yugoslavia;
- (b) at least five of the Members whose ratifications have been registered have at the date of registration each not less than one million gross register tons of shipping;
- (c) the aggregate tonnage of shipping possessed at the time of registration by the Members whose ratifications have been registered is not less than fifteen million gross register tons.

3. The provisions of the preceding paragraph are included for the purpose of facilitating and encouraging early ratification of the Convention by Member States.

4. After the Convention has first come into force, it shall come into force for any Member six months after the date on which its ratification has been registered.

Article 27

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention comes into force, by an act communicated to the Director of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not within the year following the expiration of the period of ten years mentioned in the preceding paragraph exercise the right of denunciation provided for in this Article will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 28

1. The Director of the International Labour Office shall notify all the Members of the International Labour Organization of the registration of all ratifications, declarations and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the last of the ratifications required to bring the Convention into force, the Director shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 29

The Director of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter

of the United Nations full particulars of all ratifications, declarations and acts of denunciation registered by him in accordance with the provisions of the preceding articles.

Article 30

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 31

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 27 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 32

The English and French versions of the text of this Convention are equally authoritative.

TABLE OF CONTENTS

	PAGE No.
Summary and Introductory Notes.....	3
Table I.—Index Numbers of Wage Rates in Canada, by Industry, 1939-1944; 1939=100	7
Table II.—Index Numbers of Wage Rates for Certain Main Groups of Industries in Canada, 1901-1944; 1939=100.....	9
TABLE IIA—Index Numbers of Wage Rates for Certain Main Groups of Industries in Canada, 1901-1944; 1935-1939=100.....	10
Table III.—Wage Rates in Logging Industry, 1943 and 1944.....	11
Table IV.—Wage Rates in Mining Industry, 1943 and 1944.....	13
(1) Coal Mining.....	13
(2) Metal Mining.....	14
Table V.—Wage Rates in Manufacturing Industries, 1943 and 1944.....	18
(1) Primary Textile Products.....	18
Cotton Yarn and Cloth.....	18
Woollen Yarn and Cloth.....	18
Knitting—Hosiery, Underwear and Outerwear.....	19
Rayon Yarn and Fabric.....	19
(2) Clothing.....	20
Men's and Boys' Suits and Overcoats.....	20
Work Clothing.....	22
Shirts.....	23
Women's and Children's Coats and Suits.....	24
Women's and Children's Dresses.....	24
(3) Rubber Products.....	25
(4) Pulp and Paper Products.....	27
Pulp.....	27
Newsprint.....	28
Paper Other Than Newsprint.....	29
Maintenance.....	30
(5) Paper Boxes.....	31
(6) Printing and Publishing.....	31
Newspaper Printing 1939-1944.....	31
Job Printing.....	34
Lithographing, Photo-Engraving, Stereotyping and Electrotyping.....	37
(7) Lumber and Its Products.....	37
Sawmill Products.....	38
Planing Mills, Sash, Doors, etc.....	38
Furniture.....	40
(8) Edible Plant Products.....	41
Flour.....	41
Bread and Cake.....	41
Biscuits.....	43
Confectionery.....	44
Fruits and Vegetables, Canned.....	45
(9) Fur Products.....	47
(10) Leather and Its Products.....	47
Leather Tanning.....	47
Boots and Shoes.....	48
(11) Edible Animal Products.....	49
Meat Products.....	49

TABLE OF CONTENTS—*Concluded*

Table V.—Wage Rates in Manufacturing Industries, 1943 and 1944 — <i>Concluded</i>	PAGE No.
(12) Iron and Its Products.....	51
Crude, Rolled and Forged Products.....	51
Foundry and Machine Shop Products.....	52
Machinery.....	54
Engines, Boilers, Tanks, etc.....	55
Aircraft.....	55
Shipbuilding (Steel Ships).....	56
Automobiles, Trucks, etc.....	58
Automobile and Truck Equipment and Parts.....	58
Firearms.....	59
Stoves, Furnaces, etc.....	60
Agricultural Implements.....	62
Sheet Metal Products.....	62
(13) Tobacco Products.....	63
Tobacco and Cigarettes.....	63
Cigars.....	64
(14) Beverages.....	65
Brewery Products.....	65
(15) Electric Current Production and Distribution.....	66
(16) Electrical Apparatus and Supplies.....	66
Electrical Machinery, etc.....	66
Radio Sets and Parts.....	68
(17) Wage Rates for Unskilled Factory Labour.....	69
Table VI.—Wage Rates in Construction Industry, 1939-1944.....	71
Table VII.—Wage Rates in Transportation and Storage, 1943 and 1944.....	77
(1) Water Transportation (Inland and Coastal).....	77
(2) Stevedoring.....	79
(3) Steam Railways, 1929-1945.....	80
(4) Grain Elevators.....	82
(5) Electric Street Railways, 1939-1944.....	83
(6) Motor Transport (Local).....	86
Table VIII.—Wage Rates in Telephone Communication, 1943 and 1944.....	86
Table IX.—Wage Rates and Hours of Labour in Trade.....	87
(1) Retail.....	87
(2) Wholesale.....	91
Table X.—Wage Rates and Hours of Labour in Service, 1944.....	92
(1) Civic Employees.....	92
(2) Laundry Workers.....	94
(3) Garage Mechanics.....	95
Table XI.—Hours of Labour.....	96
(1) Standard or Normal Hours for Male Workers by Industry, 1944.....	96
(2) Percentage Distribution of Male Employees in Manufacturing by Standard Hours, Canada and Provinces.....	98
Appendix: Wages in Agriculture, 1943-1945.....	104

WAGE RATES AND HOURS OF LABOUR IN CANADA, 1944

SUMMARY

THE general level of wage rates in Canada was higher in 1944 than in any previous year in the record; the index covering six main industrial groups being 37·5 per cent higher than in 1939, and 28·5 per cent higher than in 1920 which was the peak of the inflationary movement following World War I. For the period August 1939 to December 1944 the index number of the cost of living advanced 17·6 per cent.

During this period considerable increase in wage rates in all main industry groups was recorded, year by year, continuing the advance from the low levels of the depression reached in 1933. From 1939 to 1940 the general index number of wage rates advanced 3·9 per cent; from 1940 to 1941, 8·8 per cent; 1941 to 1942, 8·3 per cent; from 1942 to 1943, 8·4 per cent; and from 1943 to 1944, 3·5 per cent. The percentage increase in 1944 was much less therefore than in any of the three preceding years and slightly less than between 1939 and 1940.

Wage rates in the logging groups were 46·1 per cent higher in 1944 than in 1939, the increase since 1943 being 2·1 per cent. In mining the increase since 1939 was 34·8 per cent and since 1943, was 9·0 per cent. The manufacturing groups showed a wartime increase down to 1944 of 41·1 per cent, the advance since 1943 being 4·1 per cent. Construction recorded an increase in 1944 over 1943 of 1·5 per cent, and transportation, 0·8 per cent. The former advanced 29·6 per cent over 1939 and the latter 28·0 per cent. The services groups, including rates in laundries only, was 1·3 per cent higher in 1944 than in 1943 and 28·9 per cent higher than in 1939. While these indexes indicate the changes in wage rates in the various industries and groups of industries they do not of course afford any comparison of the rates from one industry to another or of the wage levels in one industry compared to another. Increases in wage rates since 1939 tended to be greater than the average in those industries in which per capita weekly earnings were less than the average.

INTRODUCTORY NOTES

Average wage rates in this report represent the payments for a unit of labour, usually one hour, on the basis of straight time rates or average piece work straight time earnings. For convenience they are referred to as average wage rates though average straight time hourly earnings is a more precise designation. In some cases they are average straight time weekly or monthly earnings. These averages* are shown for selected occupations in many industries for Canada and by province or region and in some cases by cities.

The index numbers of wage rates shown in the first tables in this report reflect therefore the changes in average straight time earnings.

The average wage rates shown for 1943 and 1944 were compiled from the statistics reported to the Department of Labour from about 15,000 establishments supplemented in some cases by information from trade union returns and from collective agreements. Most of the establishments with 15 or more employees were included in the survey with a representative number of smaller firms in certain industries, such as garages, machine shops, sawmills, in retail and wholesale trade and in the construction industry.

*The rates do not include the value of any allowances to employees such as, free transportation, uniforms, reporting times, group insurance, sick benefits, etc.

Employers were asked to report their straight time wage or salary rates as well as their average piece work straight time earnings in each occupation. Information was also obtained as to the numbers on the pay roll at each rate in each occupation.

The average rates or straight time earnings computed for each occupation from year to year are affected therefore by changes in the numbers of workers included at each rate as well as by changes in rates or earnings. Changes in rates reflect not only general wage rate and piece rate changes but also changes for individuals and small groups of employees and likewise changes in grade up or down within an occupational rate range. As the rates published are for day shift workers only, they are not affected by changes in shift differentials nor do they reflect any changes in overtime or other premium payments.

Predominant ranges of rates are also shown. These ranges include approximately the middle 80 per cent of the workers covered in each occupation. The purpose of this was to eliminate extremely high and extremely low wages but at the same time to show the ranges between which are included the great majority of the workers in each occupation. The rates for all workers in each occupation are included however in the average wages. The data apply to 1944 but for many industries comparative figures are shown for 1943 and in some cases for earlier years.

The statistics of rates by industries are shown in Tables III to X inclusive, while Table XI contains information on straight time or standard hours of work by industries.

The index number calculated for the period 1939 to 1944 on the base of rates in 1939, the last prewar year as 100, is shown for a fairly detailed industrial breakdown and by main industry groups in Table I, a continuation of the series first published in the preceding Report No. 26. For the period 1901 to 1939 the index is shown in Table II for the main groups of industries only, and in Table IIA for these groups on the base of rates in 1935 to 1939 as 100.

An appendix to the report gives data regarding wages paid to farm labour in 1944 and 1945, as published by the Dominion Bureau of Statistics.

Statistics of rates of wages and hours of labour have been collected by the Department since it began to function in 1900 and were published from time to time in the *Labour Gazette*. A separate report on wages was issued in 1921 as a supplement to the *Labour Gazette*. This was the first report in the series and contained statistics for certain trades and industries in various cities in Canada from 1901 to 1920 with index numbers based on rates in 1913 as 100. The information was obtained mainly from employers and trade unions but data from collective agreements and from Departmental officers and correspondents were also used.

In subsequent reports the scope of the statistics has been gradually broadened to include a representative list of occupations in most industries and additional groups were added from time to time to the table of index numbers.

In Report No. 24, containing statistics for 1940 and previous years, the index number was converted to the base 1935-1939 as 100 following the publication by the Dominion Bureau of Statistics of a new official index number of the cost of living on that base. Report No. 25 covered the years 1929, 1940 and 1941. No report was published covering the year 1942, but a table of index numbers appeared in the *Labour Gazette* for December, 1943.

INDEX NUMBERS

In Table I an index number of wage rates covering the period 1939 to 1943 is shown for each of six main industrial groups and for each of the industries included therein.

The index number was calculated by the use of weighted aggregates. The weighted average wage rate was obtained for each of a representative list of occupations in an industry. Each such average was multiplied by the number of workers in the occupation used as a weight for that occupation. For the index number for the industry the sum of these products was expressed as a percentage of the corresponding sum in the base year.

To obtain each main industrial group index, the indexes for the various industries included were weighted by the number of workers in each industry based on census data. The general index was computed from the main industrial groups by similar weighting procedure.

For the period 1901 to 1939 the index numbers were calculated by the use of link relatives. For this period the percentage change from year to year for each occupation was calculated. The simple arithmetic average of these percentages was obtained and the average increase or decrease applied to the index for the industry for the preceding year. To obtain the general index the main group indexes were weighted in proportion to the number of workers in each group based on data from the decennial census.

WAGE CONTROL AND THE COST OF LIVING BONUS

Much of the wartime increase in wage rates was due to the payment of a cost of living bonus provided for under the wages control policy of the Government. All such bonuses have been included in the rates for these years throughout this Report.

The first order relating to the control of wages and the payment of a bonus to cover increases in the cost of living was Order in Council P.C. 7440 of December 16, 1940, for the guidance of Boards of Conciliation and Investigation in their recommendations in dealing with disputes over wages for mining, some public utilities and war industries under the Industrial Disputes Investigation Act. The policy was recommended also for the adjustment of wages generally.

This Order was replaced by the Wartime Wages and Costs of Living Bonus Order P.C. 8253 of October 24, 1941, which stabilized all wage rates at the level in effect on November 15, 1941. No change in basic rates was permitted without the approval of The National War Labour Board or a Regional Board which were set up under the Order.

This Order in turn was replaced by the Wartime Wages Control Order P.C. 5963 of July 10, 1942, which was a consolidation of previous orders and amendments thereto.

A cost of living bonus was payable under both the above Orders and adjusted quarterly in accordance with orders issued by the National Board. For each rise of one point in the cost of living index of the Dominion Bureau of Statistics, adjusted to the base of August 1939 as 100, the bonus must be increased by 25 cents a week in the case of adult male employees and all other employees receiving \$25.00 a week or more, and by one per cent of the basic weekly wage rate in the case of men under 21 years of age and women who receive less than \$25.00 per week.

Following the establishment of the ceiling on prices effective December 1, 1941, increases in the cost of living were slight with the result that no general adjustment in the bonus was ordered until the summer of 1942. The first adjustment was 60 cents per week for those on the flat rate or 2.4 per cent for those on a percentage basis as from August 15, 1942. This was later increased to 95 cents per week or 3.8 per cent as the case may be as from November 15, 1943.

The maximum bonus payable under these orders was \$4.60 per week for those on the flat rate bonus and 18.4 per cent of the basic wages for those on a per-

centage bonus both based on an increase in the cost of living since August 1939 of 18·4 points.

Under Order in Council P.C. 9384 of December 9, 1943, effective February 15, 1944, provision was made for the establishment of wage rates incorporating therein cost of living bonuses payable in respect of the rise in the cost of living, to stabilize the wage structure established in this manner, and to provide machinery for rectification of any gross inequalities and injustices in wage rates so established.

For details of the Orders in Council dealing with wage control and cost of living bonus, see the *Labour Gazette*; a bulletin issued by the Department of Labour, Wartime Orders in Council Affecting Labour (Revised Edition June 1943); and bulletins issued by the National War Labour Board.

**Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY
INDUSTRY, 1939-1944**

(Rates in 1939=100)

INDUSTRY	1939	1940	1941	1942	1943	1944
Logging	100	104.9	114.0	125.9	143.1	146.1*
Logging, Eastern Canada.....	100	105.9	114.8	124.9	142.0	143.2*
Logging, Western Canada.....	100	101.1	110.8	129.7	147.5	156.8*
Mining	100	102.5	111.2	116.6	123.7	134.8
Coal mining.....	100	102.1	109.4	113.1	124.8	146.0
Metal mining.....	100	102.8	112.2	118.7	123.1	125.2
Metal mining, Quebec and Ontario.....	100	103.0	112.2	118.0	121.7	123.7
Metal mining, Manitoba and Saskatchewan.....	100	101.0	107.8	114.4	121.7	127.4
Metal mining, British Columbia.....	100	102.7	113.7	123.0	128.7	132.1
Manufacturing	100	104.3	115.2	125.5	135.6	141.1
Textile products.....	100	106.6	118.6	128.3	139.9	145.3
Primary textile products.....	100	107.5	119.0	127.8	140.4	146.0
Cotton yarn and cloth.....	100	109.6	123.8	128.1	136.6	139.1
Woollen yarn and cloth.....	100	107.6	120.1	136.6	152.8	160.3
Knitting—hosiery, underwear and outerwear.....	100	105.8	112.5	123.6	138.5	146.2
Rayon yarn and fabrics.....	100	106.8	122.9	129.0	141.3	147.0
Clothing.....	100	105.3	118.0	129.0	139.3	144.3
Men's and boys' suits and overcoats.....	100	107.2	117.9	129.8	146.6	151.9
Work clothing.....	100	106.0	118.2	133.3	140.8	141.0
Shirts.....	100	102.4	107.0	122.6	135.9	146.5
Women's and children's coats and suits.....	100	101.7	126.9	131.8	134.5	137.5
Women's and children's dresses.....	100	106.1	118.8	127.5	133.2	138.9
Rubber products.....	100	102.1	117.1	127.1	129.9	135.1
Pulp and paper products.....	100	103.3	108.4	113.7	118.1	122.3
Pulp and its products.....	100	104.6	109.5	115.1	120.0	125.7
Pulp.....	100	108.1	114.4	124.0	128.6	137.0
Newsprint.....	100	103.7	107.7	109.6	115.4	119.6
Paper other than newsprint.....	100	103.4	107.5	113.2	120.1	124.7
Paper boxes.....	100	102.9	115.5	123.9	128.9	133.1
Printing and publishing.....	100	101.7	105.8	110.0	113.6	115.9
Newspaper printing.....	100	101.3	105.5	108.3	111.6	115.8
Job printing and publishing.....	100	101.4	105.9	110.6	113.8	114.9
Lithographing, photo-engraving, stereo- typing and electrotyping.....	100	103.5	106.4	114.6	117.8	118.6
Lumber and its products.....	100	104.4	117.7	131.0	141.9	147.2
Sawmill products.....	100	105.0	115.0	130.7	143.8	148.7
Planing mills, sash, doors, etc.....	100	105.0	120.0	123.7	128.7	133.2
Furniture.....	100	101.7	125.0	139.0	147.6	154.8
Edible plant products.....	100	102.9	115.0	122.5	129.4	133.7
Flour.....	100	103.1	113.9	121.5	128.7	130.3
Bread and cake.....	100	102.9	115.5	123.9	128.9	134.3
Biscuits.....	100	103.5	114.4	121.8	131.9	135.8
Confectionery.....	100	101.9	114.5	118.2	130.0	131.8
Fur products.....	100	105.3	113.7	121.7	127.3	130.5
Leather and its products.....	100	105.9	122.5	134.8	142.9	145.4
Leather (tanning).....	100	104.5	119.5	133.9	148.9	156.8
Boots and shoes.....	100	106.2	123.2	135.0	141.7	142.6
Edible animal products (meat products).....	100	103.2	112.7	119.0	135.1*	137.3*
Iron and its products.....	100	102.7	112.9	125.6	138.8	142.6
Crude, rolled and forged products.....	100	101.5	108.1	122.2	135.5	143.5
Foundry and machine shop products.....	100	104.5	116.0	120.9	137.0	140.8
Machinery, engines, boilers, tanks, etc.....	100	105.0	116.2	129.7	141.7	147.9

Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY,
1939-1944—Concluded

(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943	1944
Manufacturing—Concluded						
Iron and its Products—Concluded						
Aircraft.....	100	99.0	109.5	122.7	134.0	138.7
Shipbuilding (steel ships).....	100	104.9	121.2	132.2	144.4	145.3
Automobiles, trucks, etc.....	100	100.6	108.6	115.8	122.7	126.3
Automobile and truck equipment and parts...	100	103.4	110.2	127.0	145.7	147.1
Stoves, furnaces, etc.....	100	104.5	115.6	131.0	143.5	149.5
Agricultural implements.....	100	105.1	117.6	136.7	151.9	155.8
Sheet metal products.....	100	103.9	114.1	126.4	138.2	142.8
Tobacco products.....	100	102.8	113.0	120.4	131.5	140.3
Tobacco and cigarettes.....	100	102.5	113.4	119.9	130.8	139.7
Cigars.....	100	104.1	110.8	124.5	135.1	143.0
Beverages (brewery products).....	100	103.9	113.3	117.1	121.9	123.5
Electric current production and distribution.....	100	103.3	112.0	120.2	129.6	132.5
Electrical apparatus and supplies.....	100	105.6	123.2	133.7	146.4	146.5
Radio sets and parts.....	100	105.5	125.5	138.1	151.3	157.3
Electrical machinery, etc.....	100	105.7	118.8	129.9	137.0	141.0
Construction.....	100	104.5	111.6	118.6	127.7	129.6
Transportation and Communication.....	100	101.3*	109.7*	116.4*	127.0	128.0
Transportation.....	100	101.3*	110.1*	117.0*	127.7*	128.7*
Water transportation (Inland and Coastal)...	100	105.2	113.3	125.8	138.8*	142.2*
Steam railways.....	100	100.0	109.4	114.8	125.5	125.5
Electric street railways.....	100	103.9*	109.1*	115.8*	121.2*	125.7*
Communication—Telephone.....	100	101.3	106.4	112.0	121.9	122.4
Service—Laundries.....	100	105.4	110.5	116.5	127.3	128.9
GENERAL AVERAGE.....	100	103.9	113.1	122.5	132.8	137.5

* Revised.

Table II—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1944

(Rates in 1939=100)

Year	Logging	Coal Mining	Metal Mining	Manufacturing	Construction	Water Transportation	Steam Railways	Electric Railways	Laundries	Telephones	General Average
1901..	51.4	47.4	61.2	.....	35.3	43.9	33.7	32.8	.....	.....	38.1
1902..	52.6	48.0	61.6	.....	37.7	44.1	35.2	34.9	.....	.....	40.0
1903..	53.9	48.9	59.5	.....	39.5	43.9	36.8	36.5	.....	.....	41.4
1904..	54.6	48.8	58.1	.....	40.9	44.5	37.6	37.5	.....	.....	42.3
1905..	57.0	49.5	58.7	.....	42.8	44.7	36.5	37.7	.....	.....	43.1
1906..	59.4	50.1	62.5	.....	45.0	45.5	38.9	39.0	.....	.....	44.9
1907..	60.3	53.6	61.7	.....	47.0	46.5	39.6	41.8	.....	.....	46.3
1908..	58.6	54.3	62.6	.....	47.7	47.6	42.2	42.0	.....	.....	47.4
1909..	61.9	54.5	63.2	.....	48.7	48.3	42.3	41.7	.....	.....	48.3
1910..	64.0	54.0	62.5	.....	50.9	48.4	44.1	44.0	.....	.....	49.9
1911..	65.6	55.9	63.1	45.0	52.9	49.1	46.9	45.2	.....	.....	49.2
1912..	67.7	56.4	66.3	45.8	56.2	50.1	47.9	47.4	.....	.....	50.8
1913..	68.7	57.3	65.3	47.2	58.6	52.0	49.0	51.3	47.0	.....	52.1
1914..	64.3	58.4	65.4	48.7	59.1	52.8	49.9	51.8	49.2	.....	52.8
1915..	61.1	58.7	66.2	50.1	59.4	54.0	49.8	50.2	47.5	.....	53.2
1916..	73.0	64.0	73.2	54.3	60.0	54.9	51.8	52.5	50.7	.....	56.9
1917..	95.8	75.0	81.1	60.4	64.4	64.5	61.0	58.8	56.8	.....	65.2
1918..	110.3	90.5	88.1	69.2	73.8	78.6	77.3	73.3	65.6	.....	76.6
1919..	127.3	97.8	88.4	85.0	86.8	86.7	90.1	83.8	75.1	.....	90.0
1920..	142.5	113.3	102.9	102.4	106.0	105.2	108.2	99.7	88.2	92.2	107.0
1921..	102.2	119.4	95.2	95.4	99.9	96.0	95.9	98.6	97.3	91.8	97.5
1922..	79.6	113.4	88.0	89.2	95.3	86.7	90.3	94.6	98.2	87.2	91.1
1923..	93.5	113.4	91.9	92.5	97.5	91.5	91.2	95.6	99.6	88.6	93.6
1924..	105.9	110.3	92.0	93.2	99.4	90.2	91.2	95.7	99.9	89.0	94.8
1925..	95.2	96.1	93.3	92.3	99.8	90.4	91.2	96.4	99.0	89.1	93.8
1926..	95.5	96.0	93.2	92.8	100.9	90.2	91.2	96.7	99.9	89.7	94.4
1927..	97.7	96.3	93.3	94.1	105.0	91.3	97.1	97.5	100.8	91.4	96.4
1928..	99.0	96.8	93.2	94.8	108.7	91.9	97.1	99.6	101.6	93.1	97.5
1929..	98.7	96.8	93.8	95.4	115.8	96.1	100.0	101.9	101.8	94.2	99.2
1930..	97.5	97.1	93.9	95.5	119.1	97.2	100.0	102.3	102.0	94.7	99.9
1931..	81.5	97.1	92.6	93.1	114.7	93.0	97.5	101.9	101.5	95.0	96.6
1932..	67.1	94.1	89.7	87.0	104.5	86.5	90.1	98.1	99.0	88.6	89.7
1933..	57.4	92.8	88.6	82.9	92.5	81.2	88.0	93.8	97.0	87.9	85.1
1934..	65.7	93.4	90.9	85.2	90.7	80.5	85.0	93.7	96.1	93.7	85.9
1935..	73.1	95.0	92.6	87.0	93.6	81.1	90.1	94.3	96.6	93.0	88.4
1936..	80.9	95.1	94.9	89.1	94.2	82.4	90.1	95.2	97.1	93.8	90.0
1937..	93.9	95.6	99.1	96.1	96.9	92.0	96.0	97.8	98.3	98.5	96.7
1938..	101.8	100.0	99.6	99.2	99.2	99.1	100.0	99.4	99.7	99.7	99.6
1939..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1940..	104.9	102.1	102.8	104.3	104.5	105.2	100.0	103.9*	105.4	101.3	103.9
1941..	114.0	109.4	112.2	115.2	111.6	113.3	109.4	109.1*	110.5	106.4	113.1
1942..	125.9	113.1	118.7	125.5	118.6	125.8	114.8	115.8*	116.5	112.0	122.5
1943..	143.1	124.8	123.1	135.6	127.7	138.8*	125.5	121.2*	127.3	121.9	132.8
1944..	146.1*	146.0†	125.2	141.1	129.6	142.2*	125.5	125.7*	128.9	122.4	137.5

* Revised.

† Includes increases awarded by National War Labour Board in December 1943, made retroactive to November, 1943, in some cases and to December 20, 1943, in others, and not included in the index for 1943.

Table IIA—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1944

(Rates in 1935-39 = 100)

Year	Logging	Coal Mining	Metal Mining	Manu- fac- turing	Con- struc- tion	Water Trans- por- tation	Steam Rail- ways	Elec- tric Rail- ways	Laun- dries	Tele- phones	Gen- eral Aver- age
1901..	57.1	48.8	62.9	.....	36.5	48.3	33.7	35.4	.....	.....	40.1
1902..	58.5	49.4	63.3	.....	38.9	48.5	35.8	37.0	.....	.....	42.1
1903..	59.9	50.3	61.2	.....	40.8	48.3	37.5	38.6	.....	.....	43.6
1904..	60.7	50.2	59.7	.....	42.2	48.9	38.5	39.5	.....	.....	44.5
1905..	63.4	50.9	60.3	.....	44.2	49.2	38.7	38.3	.....	.....	45.4
1906..	66.0	51.6	64.2	.....	46.5	50.0	40.0	40.8	.....	.....	47.3
1907..	67.0	55.2	63.4	.....	48.5	51.1	42.9	41.6	.....	.....	48.8
1908..	6.2	55.9	64.4	.....	49.3	52.4	43.1	44.3	.....	.....	49.9
1909..	68.8	56.1	65.0	.....	50.3	53.1	42.8	44.4	.....	.....	50.9
1910..	71.2	55.6	64.2	.....	52.6	53.2	45.2	46.3	.....	.....	52.5
1911..	72.9	57.5	64.9	47.7	54.6	54.0	46.4	49.2	.....	.....	51.8
1912..	75.3	58.0	68.2	48.6	58.1	55.1	48.7	50.3	.....	.....	53.5
1913..	76.4	59.0	67.1	50.0	60.5	57.2	52.7	51.4	47.8	.....	54.9
1914..	71.5	60.1	67.2	51.6	61.0	58.1	53.2	52.4	50.0	.....	55.6
1915..	68.0	60.4	68.1	53.1	61.4	59.4	51.6	52.3	48.3	.....	56.0
1916..	81.2	65.9	75.2	57.6	62.0	60.4	53.9	54.4	51.6	.....	59.9
1917..	106.5	77.2	83.4	64.0	66.5	71.0	60.4	64.0	57.8	.....	68.7
1918..	122.6	93.1	90.6	73.4	76.2	86.5	75.3	81.2	66.7	.....	80.7
1919..	141.5	100.6	90.9	90.1	89.7	95.4	86.1	94.6	76.4	.....	94.8
1920..	158.4	116.6	105.8	108.5	109.5	115.7	102.4	113.6	89.7	95.1	112.7
1921..	113.6	122.9	97.9	101.1	103.2	105.6	101.3	100.7	99.0	94.6	102.7
1922..	88.5	116.7	90.5	94.6	98.4	95.4	97.2	94.8	99.9	89.9	95.9
1923..	104.0	116.7	94.5	98.1	100.7	100.7	98.2	95.8	101.3	91.3	98.6
1924..	117.7	113.5	94.6	98.8	102.7	99.2	98.3	95.8	101.6	91.8	99.8
1925..	105.8	98.9	95.9	97.8	103.1	99.4	99.0	95.8	100.7	91.9	98.8
1926..	106.2	98.8	95.8	98.4	104.2	99.2	99.3	95.8	101.6	92.5	99.4
1927..	108.6	99.1	95.9	99.7	108.5	100.4	100.1	102.0	102.5	94.2	101.5
1928..	110.1	99.6	95.8	100.5	112.3	101.1	102.3	102.0	103.3	96.0	102.7
1929..	109.7	99.6	96.4	101.1	119.6	105.7	104.7	105.0	103.5	97.1	104.5
1930..	108.4	99.9	96.5	101.2	123.0	106.9	105.1	105.0	103.7	97.6	105.2
1931..	90.6	99.9	95.2	98.7	118.5	102.3	104.7	102.4	103.2	97.9	101.7
1932..	74.6	96.8	92.2	92.2	107.9	95.1	100.7	94.6	100.7	91.3	94.5
1933..	63.8	95.5	91.1	87.9	95.6	89.3	96.3	92.4	98.6	90.6	89.6
1934..	73.0	96.1	93.4	90.3	93.7	88.6	96.2	89.3	97.7	96.6	90.5
1935..	81.3	97.8	95.2	92.2	96.7	89.2	96.8	94.6	98.2	95.9	93.1
1936..	89.9	97.9	97.6	94.4	97.3	90.6	97.8	94.6	98.7	96.7	94.8
1937..	104.4	98.4	101.9	101.9	100.1	101.2	100.4	100.8	100.0	101.6	101.8
1938..	113.2	102.9	102.4	105.2	102.5	109.0	102.1	105.0	101.4	102.8	104.9
1939..	111.2	102.9	102.8	106.0	103.3	110.0	102.7	105.0	101.7	103.1	105.3
1940..	116.6	105.1	105.7	110.6	107.9	115.7	106.7*	105.0*	107.2	104.4	109.4
1941..	126.8	112.6	115.3	122.1	115.3	124.6	112.1*	114.9*	112.4	109.7	119.1
1942..	140.0	116.4	122.0	133.0	122.5	138.4	119.0*	120.5*	118.5	115.5	129.0
1943..	159.1	128.4	126.5	143.7	131.9	152.7*	124.5*	131.8*	129.5	125.7*	139.9
1944..	162.4*	150.3	128.8	149.7	133.9	156.4*	129.1	131.8	131.1	126.2	144.8

* Revised.

Table III—WAGE RATES IN LOGGING INDUSTRY, 1943 AND 1944

EASTERN CANADA

NOTE.—Rates with board and lodging except in case of pulpwood cutters (pieceworkers) whose rates are without board.

Standard hours per week: 48-60, with most firms reporting 60. In Nova Scotia 54 is most common except for cooks. Daily hours 8-10.

Occupation and Locality	1943 Average Wage Rate per Day	1944	
		Average Wage Rate per Day	Range of Rates per Day
	\$	\$	\$
<i>Blacksmiths—</i>			
New Brunswick.....		3.64	3.38-5.00
Quebec.....	3.80	3.98	3.28-4.70
Ontario.....	4.08	4.63	3.65-6.00
<i>Choppers, Cutters and Sawyers—</i>			
Nova Scotia.....	3.06	4.08	3.66-4.60
New Brunswick.....	3.01	2.98	2.50-3.85
Quebec.....	2.76	2.74	2.31-3.58
Ontario.....	3.29	2.88	2.50-3.58
<i>Cookees—</i>			
New Brunswick.....	2.47	2.75	2.00-3.86
Quebec.....	2.37	2.28	1.76-2.66
Ontario.....	2.31	2.20	1.92-2.95
<i>Cooks—</i>			
Nova Scotia.....	3.26	4.67	3.91-5.60
New Brunswick.....	3.97	4.02	3.32-5.00
Quebec.....	3.74	3.71	2.81-4.50
Ontario.....	3.76	4.22	3.00-5.14
<i>General Hands—</i>			
Nova Scotia.....	2.77		
Quebec.....	2.66	2.80	1.95-3.60
Ontario.....	2.53	2.88	2.31-4.00
<i>Pulpwood Cutters—</i>			
Quebec.....	4.27*	4.94*	3.99*-6.45*
Ontario.....	5.02*	5.70*	3.30*-7.04*
<i>River Drivers—</i>			
Nova Scotia.....	3.74	4.71	4.00-4.80
New Brunswick.....	3.84	3.64	3.40-4.00
Quebec.....	3.43	3.48	3.40-4.00
Ontario.....	3.81	3.84	3.40-4.42
<i>Teamsters—</i>			
Nova Scotia.....	3.05	4.13	3.91-4.25
New Brunswick.....	3.06	3.05	2.84-3.50
Quebec.....	2.96	3.05	2.50-4.00
Ontario.....	2.67	2.90	2.50-3.46

*Average piecework earnings without board.

Table III—WAGE RATES IN LOGGING INDUSTRY, 1943 AND 1944—Concluded.

BRITISH COLUMBIA

NOTE.—Rates with lodging but without board except for cooks and flunkies.
Standard hours: per week 48; per day 8.

Occupation	1943 Average Wage Rate per Day	1944	
		Average Wage Rate per Day	Range of Rates per Day
	\$	\$	\$
Boommen.....	7.04	7.09	6.50- 8.16
Bull cooks and flunkies.....	5.04*	5.27*	4.50*-5.66*
Chasers.....	6.88	7.04	6.66- 7.48
Chokermen.....	6.48	6.62	6.41- 6.81
Cooks.....	6.72*	7.32*	6.16*-8.91*
Donkey engineers.....	8.08	8.62	8.00- 9.51
Fallers and buckers.....	9.20†	10.34†	6.00-13.72†
Loaders.....	7.52	8.35	7.04- 9.76
Locomotive engineers.....	8.00	8.06	7.56- 9.50
Locomotive firemen.....	6.40	6.35	5.72- 7.20
Rigging slingers.....	7.73	7.79	7.66- 8.16
Roadmen and swampers.....	6.16	6.06	5.66- 6.64
Sectionmen.....	5.84	5.76	5.60- 6.00
Signalmen.....	5.84	5.99	5.46- 6.56

*With board.

†Mostly piece-work earnings.

Table IV—WAGE RATES IN MINING INDUSTRY, 1943 AND 1944

1. COAL MINING

NOTE.—Rates shown for 1943 do not include an increase of \$1.00 per day awarded toward the end of 1943 to coal mine employees in Alberta, British Columbia, Nova Scotia and New Brunswick, and an average increase of 16 per cent to employees in Saskatchewan. In Alberta and British Columbia and for Dominion Coal Company employees in Nova Scotia, the award was made retroactive to November 1, 1943, and for the remainder to December 20, 1943.

STANDARD HOURS

	<i>Per Day</i>	<i>Per Week</i>
Nova Scotia.....	8 (Sat. 7 and '8)	47 and 48
New Brunswick.....	8 and 9	48 and 54
Saskatchewan.....	8-10 (Sat. 7½, 8, 9 & 10)	47½-60
Alberta.....	8 and 9	48 and 54
British Columbia.....	8	48

Occupation and Locality	1943 Average Wage Rate per Day	1944	
		Average Wage Rate per Day	Range of Rates per Day
<i>Blacksmiths</i>	\$	\$	\$
Canada.....	6.02	6.97	.....
Nova Scotia.....	5.60	6.46	6.17 - 7.11
New Brunswick.....	5.49	6.16	5.04 - 7.65
Saskatchewan.....	5.56	6.43	5.96 - 6.80
Alberta.....	6.56	7.55	7.50 - 7.65
British Columbia.....	6.41	7.65	7.62 - 7.65
<i>Carpenters</i>			
Canada.....	5.77	6.73	.....
Nova Scotia.....	5.22	6.24	6.17 - 6.31
New Brunswick.....	4.75	5.65	5.04 - 6.75
Saskatchewan.....	6.32	7.09	5.88 - 8.00
Alberta.....	6.94	7.74	7.65 - 8.24
British Columbia.....	6.55	7.66	7.65 - 8.00
<i>Drivers</i>			
Canada.....	6.12	6.58	.....
Nova Scotia.....	4.67	5.79	5.67 - 6.19
New Brunswick.....	.....	5.38	5.25 - 5.55
Saskatchewan.....	4.46	5.31	5.20 - 5.60
Alberta.....	6.28	7.25	7.15 - 7.34
British Columbia.....	6.16	7.15	6.67 - 7.23
<i>Hoisting Engineers</i>			
Canada.....	6.06	7.17	.....
Nova Scotia.....	5.82	6.78	6.48 - 7.28
New Brunswick.....	4.06	5.44	5.04 - 5.85
Saskatchewan.....	5.03	5.77	5.76 - 5.80
Alberta.....	6.33	7.45	7.16 - 7.71
British Columbia.....	6.40	7.32	7.08 - 7.55
<i>Labourers</i>			
Canada.....	4.97	5.85	.....
Nova Scotia.....	4.63	5.67	5.27 - 5.75
New Brunswick.....	3.92	5.18	5.16 - 5.19
Saskatchewan.....	4.41	5.00	4.88 - 5.20
Alberta.....	5.61	6.58	6.39 - 6.67
British Columbia.....	5.23	5.81	4.97 - 6.67
<i>Machinists</i>			
Canada.....	6.09	7.50	.....
Nova Scotia.....	5.80	7.40	7.05 - 7.69
Alberta.....	6.63	7.62	7.20 - 7.65
British Columbia.....	6.55	7.65	.....

Table IV—(1) COAL MINING—Concluded

Occupation and Locality	1943 Average Wage Rate per Day	1944	
		Average Wage Rate per Day	Range of Rates per Day
<i>Miners, Contract</i>	\$	\$	\$
Canada.....	8.92*	10.26*	.....
Nova Scotia.....	7.66*	8.95*	6.96*—11.02*
New Brunswick.....	5.04*	6.79*	5.65*— 7.16*
Saskatchewan.....	.....	7.79*	6.20*— 9.28*
Alberta.....	9.12*	10.76*	8.50*—12.70*
British Columbia.....	10.03*	10.37*	9.84*—10.93*
<i>Miners, Datal</i>			
Canada.....	6.07	7.56	.....
Nova Scotia†.....	4.78	6.69†	5.67 — 7.27
New Brunswick.....	.....	6.45	5.83 — 7.00
Saskatchewan.....	5.66	6.28	6.00 — 6.56
Alberta.....	6.67	7.99	7.34 — 8.77
British Columbia.....	6.78	7.89	7.55 — 8.67
<i>Pumpmen</i>			
Canada.....	5.19	6.25	.....
Nova Scotia.....	5.20	6.18	5.82 — 6.30
New Brunswick.....	4.07	5.19	.....
Saskatchewan.....	4.62	5.38	5.20 — 5.60
Alberta.....	5.76	6.98	6.62 — 7.74

*Average piecework earnings.

†Increase due to shift from datal to contract basis of payment in some mines.

Table IV—(2) METAL MINING

NOTE.—Standard hours: per week—Underground 48, Mill and Surface 48-56; per day—Underground 8, Mill and Surface 8 and 9.

Occupation and Locality	1943 Average Wage Rate per Hour	1944	
		Average Wage Rate per Hour	Range of Rates per Hour
UNDERGROUND LABOUR	\$	\$	\$
<i>Cage and Skiptenders</i>			
Canada.....	.76	.78	.....
Quebec.....	.75	.75	.73 — .79
Ontario.....	.76	.80	.75 — .87
Manitoba.....	.81	.83	.75 — .93
British Columbia.....	.75	.75	.72 — .80
<i>Chute Blasters and Scalers</i>			
Canada.....	.77	.78	.....
Quebec.....	.74	.75	.70 — .75
Ontario.....	.78	.79	.75 — .84
Manitoba.....	.80	.81	.80 — .81
British Columbia.....	.79	.78	.77 — .80
<i>Deckmen</i>			
Canada.....	.69	.70	.....
Quebec.....	.68	.68	.63 — .75
Ontario.....	.70	.72	.68 — .81
Manitoba.....	.71	.71	.....

Table IV—(2) METAL MINING—Continued

Occupation and Locality	1943 Average Wage Rate per Hour	1944	
		Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
UNDERGROUND LABOUR—Continued			
<i>Miners*</i>			
Canada.....	.78	.77	.....
Quebec.....	.75	.75	.74 - .75
Ontario.....	.76	.78	.75 - .84
Manitoba.....	.78	.80	.80 - .81
British Columbia.....	.80	.77	.72 - .80
<i>Miner's Helpers</i>			
Canada.....	.68	.68	.....
Quebec.....	.67	.68	.65 - .70
Ontario.....	.69	.68	.68 - .69
Manitoba.....	.69	.71	.71 - .75
British Columbia.....	.71	.....	.....
<i>Motormen</i>			
Canada.....	.77	.77	.....
Quebec.....	.75	.75	.73 - .75
Ontario.....	.77	.77	.75 - .81
Manitoba.....	.79	.79	.75 - .81
British Columbia.....	.78	.76	.72 - .80
<i>Muckers and Trammers</i>			
Canada.....	.69	.69	.....
Quebec.....	.64	.66	.63 - .68
Ontario.....	.72	.71	.68 - .75
Manitoba.....	.71	.71	.66 - .71
British Columbia.....	.72	.69	.65 - .72
<i>Nippers</i>			
Canada.....	.73	.73	.....
Quebec.....	.68	.75	.74 - .75
Ontario.....	.73	.73	.68 - .73
British Columbia.....	.77	.75	.72 - .80
<i>Pipe Fitters</i>			
Canada.....	.78	.77	.....
Quebec.....	.74	.76	.73 - .80
Ontario.....	.78	.77	.71 - .87
Manitoba.....	.80	.85	.80 - .89
British Columbia.....	.81	.83	.78 - .83
<i>Samplers</i>			
Canada.....	.73	.75	.....
Quebec.....	.71	.74	.72 - .75
Ontario.....	.75	.75	.75 - .77
Manitoba.....	.69	.....	.....
British Columbia.....	.73	.72	.....
<i>Timbermen</i>			
Canada.....	.79	.79	.....
Quebec.....	.75	.77	.75 - .80
Ontario.....	.79	.79	.75 - .81
Manitoba.....	.85	.85	.81 - .93
British Columbia.....	.79	.79	.72 - .80
<i>Timberman's Helpers</i>			
Canada.....	.69	.70	.....
Quebec.....	.65	.71	.68 - .75
Ontario.....	.69	.69	.68 - .70
British Columbia.....	.73	.73	.72 - .77

*Includes Machine Men, Drill Runners, etc.

Table IV—(2) METAL MINING—Continued

Occupation and Locality	1943 Average Wage Rate per Hour	1944	
		Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
UNDERGROUND LABOUR—Concluded			
<i>Trackmen</i>			
Canada.....	.78	.78	.....
Quebec.....	.74	.75	.72 - .80
Ontario.....	.79	.78	.75 - .81
Manitoba.....	.80	.81	.80 - .81
British Columbia.....	.79	.79	.75 - .80
MILL LABOUR			
<i>Crushermen</i>			
Canada.....	.74	.73	.....
Quebec.....	.70	.68	.63 - .75
Ontario.....	.75	.75	.68 - .81
Manitoba.....	.76	.77	.75 - .77
British Columbia.....	.76	.73	.66 - .78
<i>Fillermen</i>			
Canada.....	.72	.73	.....
Quebec.....	.66	.67	.60 - .70
Ontario.....	.77	.75	.68 - .84
Manitoba.....	.75	.77	.....
British Columbia.....	.72	.77	.....
<i>Millmen</i>			
Canada.....	.71	.75	.....
Quebec.....	.72	.71	.65 - .76
Ontario.....	.73	.74	.70 - .78
Manitoba.....	.77	.80	.75 - .81
British Columbia.....	.74	.77	.72 - .86
SURFACE LABOUR			
<i>Blacksmiths</i>			
Canada.....	.84	.84	.....
Quebec.....	.79	.79	.74 - .84
Ontario.....	.85	.84	.73 - .90
Manitoba.....	.88	.88	.80 - .98
British Columbia.....	.84	.85	.78 - .89
<i>Carpenters</i>			
Canada.....	.81	.81	.....
Quebec.....	.75	.75	.72 - .80
Ontario.....	.81	.81	.72 - .85
Manitoba.....	.86	.87	.80 - .93
British Columbia.....	.84	.85	.78 - .89
<i>Compressormen</i>			
Canada.....	.77	.76	.....
Quebec.....	.77	.77	.61 - .85
Ontario.....	.76	.75	.68 - .85
Manitoba.....	.79	.81	.80 - .82
British Columbia.....	.78	.77	.66 - .86
<i>Electricians</i>			
Canada.....	.83	.84	.....
Quebec.....	.81	.81	.70 - .90
Ontario.....	.83	.83	.71 - .90
Manitoba.....	.91	.95	.88 - 1.03
British Columbia.....	.87	.84	.80 - .89

Table IV—(2) METAL MINING—Concluded

Occupation and Locality	1943 Average Wage Rate per Hour	1944	
		Average Wage Rate per Hour	Range of Rates per Hour
SURFACE LABOUR—Concluded	\$	\$	\$
<i>Hoistmen</i>			
Canada.....	.84	.84	.....
Quebec.....	.83	.84	.79 - .85
Ontario.....	.85	.85	.80 - .91
Manitoba.....	.80	.....	.....
British Columbia.....	.83	.83	.78 - .86
<i>Labourers</i>			
Canada.....	.61	.62	.....
Quebec.....	.56	.57	.53 - .65
Ontario.....	.62	.64	.59 - .73
Manitoba.....	.55	.62	.60 - .65
British Columbia.....	.68	.66	.60 - .72
<i>Machinists</i>			
Canada.....	.83	.84	.....
Quebec.....	.84	.82	.80 - .89
Ontario.....	.81	.83	.75 - .90
Manitoba.....	.....	.97	.80 - .98
British Columbia.....	.85	.85	.80 - .89
<i>Steel Sharpeners</i>			
Canada.....	.79	.79	.....
Quebec.....	.77	.77	.69 - .85
Ontario.....	.79	.79	.73 - .83
Manitoba.....	.79	.79	.77 - .80
British Columbia.....	.82	.81	.75 - .89

**Table V—WAGE RATES IN MANUFACTURING INDUSTRIES
1943 AND 1944**

(1) PRIMARY TEXTILE PRODUCTS

NOTE.—For more detailed information see report "Wages and Hours in the Primary Textiles Industry in Canada, 1944", issued as a supplement to the LABOUR GAZETTE for February, 1946. The rates shown are average straight time wages or earnings per hour. Most of the employees in this industry are on piece work.

Occupation	Average Wage Rate per Hour							
	CANADA		MARITIME PROVINCES		QUEBEC		ONTARIO	
	1943	1944	1943	1944	1943	1944	1943	1944
COTTON YARN AND CLOTH	\$	\$	\$	\$	\$	\$	\$	\$
Picker tenders, male.....	.465	.484	.....	.....	.455	.483	.512	.502
Card tenders, male.....	.476	.488	.444	.472	.470	.488	.510	.491
Fly frame tenders, female.....	.418	.450	.425	.423	.411	.453	.430	.455
Spinners, male.....	.460	.491	.....	.....	.458	.485	.....	.....
Spinners, female.....	.407	.418	.383	.394	.407	.423	.413	.410
Spooler tenders, female.....	.404	.426	.380	.370	.407	.446	.419	.412
Twister tenders, female.....	.412	.428	.389	.375	.412	.442	.423	.424
Weavers, male.....	.563	.566	.591	.626	.525	.535	.610	.602
Weavers, female.....	.491	.492	.520	.520	.471	.485	.521	.515
Battery hands, female.....	.362	.364	.378	.352	.359	.379	.362	.336
Loom fixers, male.....	.662	.677	.679	.675	.659	.677	.665	.676
Winder tenders, female.....	.406	.437	.480	.505	.397	.433	.410	.433
Cloth inspectors, female.....	.388	.396	.353	.350	.394	.404	.366	.375
Skilled tradesmen (Maintenance).....	.664*	.699	.688*	.707	.656*	.701	.674*	.689

* Machinists only.

Occupation	Average Wage Rate per Hour									
	CANADA		MARITIME PROVINCES		QUEBEC		ONTARIO		WESTERN PROVINCES†	
	1943	1944	1943	1944	1943	1944	1943	1944	1943	1944
WOOLLEN YARN AND CLOTH	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Garnet and wool pickers, male.....	.458	.474	.460	.450	.412	.432	.490	.500	.413	.447
Card tenders and finishers, male.....	.457	.499	.453	.463	.456	.463	.506	.515	.447	.518
Mixing gill, draw box and draw frame operators, female.....	.396	.379	.....	.....	.373	.361	.403	.386	.....	.....
Worsteds spinners (frame), female.....	.391	.393	.....	.328	.383	.382	.392	.401	.....	.....
Woollen spinners (mule and frame), male.....	.537	.566	.500	.505	.473	.511	.585	.609	.480	.510
Woollen spinners (mule and frame), female.....	.407	.420	.....	.....	.326	.368	.454	.448	.420	.366
Twisters, female.....	.368	.378	.298	.333	.334	.334	.394	.395	.....	.....
Winders, spoolers and reelers, male.....	.360	.376	.310	.308	.319	.344	.376	.394	.381	.358
Weavers, male.....	.558	.581	.....	.....	.534	.544	.588	.629	.....	.....
Weavers, female.....	.437	.456	.373	.375	.412	.402	.449	.466	.391	.361
Burlers and menders, female.....	.403	.443	.....	.....	.345	.379	.453	.492	.....	.....
Loom fixers, male.....	.648	.672	.....	.....	.629	.669	.670	.687	.....	.....
Wet and dry operators, male.....	.493	.523	.415	.481	.466	.485	.512	.543	.....	.....
Wet and dry operators, female.....	.377	.364	.309	.386	.333	.310	.382	.392	.....	.....
Dye machine operators, male.....	.483	.520	.....	.....	.434	.449	.513	.543	.....	.....

†Includes Prairie Provinces and British Columbia.

Table V—(1) PRIMARY TEXTILE PRODUCTS—Concluded

Occupation	Average Wage Rate per Hour									
	CANADA		MARITIME PROVINCES		QUEBEC		ONTARIO		WESTERN PROVINCES†	
	1943	1944	1943	1944	1943	1944	1943	1944	1943	1944
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
KNITTING—HOSIERY, UNDERWEAR AND OUTERWEAR										
<i>Hosiery</i>										
Full-fashioned foot-ers, male.....	.855	.845			.823	.830	.917	.885		
Full-fashioned leg-gers, male.....	.787	.822			.769	.814	.831	.840		
Full-fashioned top-pers, female.....	.409	.441			.390	.425	.450	.474		
Loopers, female.....	.374	.390	.344	.321	.333	.358	.424	.436		
Sewing machine op-erators, female.....	.414	.415			.382	.377	.476	.490		
Hand operators, fe-male.....	.389	.405	.308	.303	.352	.379	.434	.448		
Boarders, male.....	.590	.609			.584	.610	.595	.606		
Boarders, female.....	.455	.474			.443	.497	.478	.468		
Circular knitters, fe-male.....	.359	.373	.270	.316	.295	.321	.406	.411		
Twisters, reelers, winders, female,†..	.374	.390	.315	.346	.318	.358	.414	.416		
Fixers, circular, male	.750	.777			.682	.720	.790	.801		
<i>Underwear and Out-erwear</i>										
Circular knitters, male.....	.586	.596	.483		.546	.531	.598	.644		
Circular knitters, female.....	.375	.399	.320	.375	.353	.325	.398	.453	.329	.343
Sewing machine op-erators, female.....	.389	.418	.345	.359	.341	.384	.416	.445	.362	.402
Dye-house opera-tors, male.....	.515	.474			.432	.389	.545	.526		
Hand operators, male.....	.540	.592	.435		.507	.564	.622	.651		
Hand operators, female.....	.372	.392	.343	.320	.332	.360	.388	.414	.364	.381
Cutters, male.....	.630	.656	.503	.540	.627	.659	.689	.669		
Cutters, female.....	.407	.440	.340	.356	.389	.373	.420	.462	.377	.412
Fixers, knitting, male.....	.654	.710			.549	.650	.692	.760		

† Underwear and outerwear twisters, reelers and winders are included under hosiery.

† Includes Prairie Provinces and British Columbia.

Occupation	Average Wage Rate per Hour					
	CANADA		QUEBEC		ONTARIO	
	1943	1944	1943	1944	1943	1944
	\$	\$	\$	\$	\$	\$
RAYON YARN AND FABRIC						
Spinners, female.....	.384	.468	.361	.397	.418	.559
Throwers, female.....		.378		.366	.425	
Winders, female.....	.376	.396	.338	.357	.472	.498
Warpers, male.....	.544	.568	.514	.553		
Warpers, female.....	.445	.441	.441	.435		
Slasher tenders, male.....	.528	.529	.493	.492		
Weavers, male.....	.559	.576	.556	.574	.591	.604
Weavers, female.....	.473	.482	.467	.475	.508	.510
Loom fixers, male.....	.710	.728	.710	.729	.713	.721
Graders, female (cloth room).....	.328	.370	.309	.355	.406	.400

Table V —(2) CLOTHING

NOTE.—Rates for 1943 in Section (2) Clothing in Report No. 26 were shown on a weekly basis and are omitted therefore from this Section.

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
MEN'S AND BOYS' SUITS AND OVERCOATS		
<i>Basters, Female</i>		
Canada.....	.54	.....
Quebec.....	.52	.33 - .70
Montreal.....	.56	.40 - .70
Other Quebec centres.....	.44	.33 - .53
Ontario.....	.58	.40 - .75
Toronto.....	.58	.46 - .68
Other Ontario centres.....	.58	.40 - .75
<i>Basters, Male</i>		
Canada.....	.89	.....
Quebec.....	.86	.64 - 1.05
Montreal.....	.87	.64 - 1.05
Other Quebec centres.....	.64	.....
Ontario.....	.91	.69 - 1.14
Toronto.....	.91	.68 - 1.14
Other Ontario centres.....	.73	.....
<i>Button Sewers, Female</i>		
Canada.....	.50	.....
Quebec.....	.46	.35 - .67
Montreal.....	.50	.39 - .67
Other Quebec centres.....	.37	.35 - .38
Ontario.....	.57	.34 - .75
Toronto.....	.58	.41 - .75
Other Ontario centres.....	.52	.34 - .62
<i>Cutters, Male</i>		
Canada.....	.95	.....
Maritime Provinces.....	.47	.31 - .56
Quebec.....	.91	.64 - 1.09
Montreal.....	.95	.70 - 1.09
Other Quebec centres.....	.77	.64 - .80
Ontario.....	1.02	.60 - 1.13
Toronto.....	1.04	.80 - 1.12
Other Ontario centres.....	.88	.60 - 1.13
<i>Examiners, Male</i>		
Canada.....	.77	.....
Quebec.....	.80	.62 - 1.06
Montreal.....	.78	.62 - .91
Other Quebec centres.....	.85	.63 - 1.06
Ontario.....	.75	.59 - .87
Toronto.....	.77	.67 - .87
Other Ontario centres.....	.64	.59 - .66
<i>Finishers, Female</i>		
Canada.....	.47	.....
Quebec.....	.43	.30 - .60
Montreal.....	.48	.37 - .60
Other Quebec centres.....	.37	.30 - .48
Ontario.....	.56	.45 - .68
Toronto.....	.56	.45 - .68
Other Ontario centres.....	.50	.48 - .59

Table V—(2) CLOTHING—Continued

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
MEN'S AND BOYS' SUITS AND OVERCOATS—Continued		
<i>General Handsewers, Female</i>		
Canada.....	.38	.....
Quebec.....	.36	.22 - .61
Montreal.....	.44	.34 - .61
Other Quebec centres.....	.30	.22 - .36
Ontario.....	.55	.33 - .75
Toronto.....	.62	.52 - .75
Other Ontario centres.....	.46	.33 - .57
<i>Pocket Makers, Male</i>		
Canada.....	.99	.....
Quebec.....	.97	.73 -1.24
Montreal.....	.97	.73 -1.24
Other Quebec centres.....	.86	.83 - .88
Ontario.....	1.00	.62 -1.18
Toronto.....	1.01	.77 -1.18
Other Ontario centres.....	.89	.62 -1.10
<i>Pressers, Male</i>		
Canada.....	.87	.....
Quebec.....	.81	.42 -1.20
Montreal.....	.89	.64 -1.20
Other Quebec centres.....	.65	.42 - .84
Ontario.....	1.00	.47 -1.25
Toronto.....	1.04	.79 -1.25
Other Ontario centres.....	.79	.47 -1.00
<i>Sewing Machine Operators, Female</i>		
Canada.....	.51	.....
Maritime Provinces.....	.37	.26 - .50
Quebec.....	.50	.26 - .77
Montreal.....	.54	.35 - .77
Other Quebec centres.....	.44	.26 - .60
Ontario.....	.58	.37 - .77
Toronto.....	.60	.37 - .77
Other Ontario centres.....	.47	.42 - .60
<i>Sewing Machine Operators, Male</i>		
Canada.....	.89	.....
Maritime Provinces.....	.55	.54 - .55
Quebec.....	.86	.45 -1.14
Montreal.....	.88	.60 -1.14
Other Quebec centres.....	.73	.45 -1.00
Ontario.....	.95	.68 -1.22
Toronto.....	.96	.68 -1.22
Other Ontario centres.....	.81	.68 - .96
<i>Tailors</i>		
Canada.....	.82	.....
Quebec.....	.83	.63 -1.00
Montreal.....	.84	.68 -1.00
Other Quebec centres.....	.80	.63 - .90
Ontario.....	.81	.62 - .93
Toronto.....	.82	.63 - .93
Other Ontario centres.....	.72	.62 - .83

Table V—(2) CLOTHING—Continued

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
MEN'S AND BOYS' SUITS AND OVERCOATS—Concluded		
<i>Trimmers</i>		
Canada.....	.80	.....
Quebec.....	.79	.66 — .92
Montreal.....	.82	.66 — .92
Other Quebec centres.....	.68	.66 — .69
Ontario.....	.81	.62 — 1.00
Toronto.....	.80	.62 — .95
Other Ontario centres.....	.84	.71 — 1.00
<i>Underpressers, Male</i>		
Canada.....	.66	.....
Quebec.....	.64	.29 — .91
Montreal.....	.71	.50 — .91
Other Quebec centres.....	.51	.29 — .80
Ontario (Toronto only).....	.80	.68 — .91
WORK CLOTHING		
<i>Cutters, Male</i>		
Canada.....	.61	.....
Maritime Provinces.....	.45	.52 — .65
Quebec.....	.60	.40 — .82
Montreal.....	.67	.54 — .82
Other Quebec centres.....	.57	.40 — .75
Ontario.....	.53	.34 — .93
Toronto.....	.51	.34 — .93
Other Ontario centres.....	.58	.44 — .82
Prairie Provinces.....	.74	.55 — .99
British Columbia.....	.79	.....
<i>Examiners, Female</i>		
Canada.....	.35	.....
Maritime Provinces.....	.29	.....
Quebec.....	.27	.22 — .34
Montreal.....	.27	.....
Other Quebec centres.....	.27	.22 — .34
Ontario.....	.39	.30 — .42
Toronto.....	.41	.34 — .42
Other Ontario centres.....	.36	.30 — .42
Prairie Provinces.....	.42	.30 — .51
<i>Pressers, Male</i>		
Canada.....	.52	.....
Maritime Provinces.....	.69	.....
Quebec.....	.39	.25 — .57
Montreal.....	.40	.26 — .57
Other Quebec centres.....	.39	.25 — .56
Ontario.....	.71	.50 — .96
Toronto.....	.73	.50 — .86
Other Ontario centres.....	.68	.51 — .96
Prairie Provinces.....	.69	.59 — .80
British Columbia.....	.54	.....

Table V—(2) CLOTHING—Continued

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
WORK CLOTHING—Concluded		
<i>Sewing Machine Operators, Female</i>		
Canada.....	.40	.....
Maritime Provinces.....	.31	.25 - .40
Quebec.....	.34	.23 - .57
Montreal.....	.40	.33 - .57
Other Quebec centres.....	.31	.23 - .43
Ontario.....	.46	.30 - .62
Toronto.....	.48	.35 - .57
Other Ontario centres.....	.44	.30 - .62
Prairie Provinces.....	.45	.32 - .49
British Columbia.....	.42	.32 - .47
MEN'S SHIRTS		
<i>Cutters, Male</i>		
Canada.....	.73	.....
Quebec.....	.71	.53 - .87
Montreal.....	.73	.53 - .87
Other Quebec centres.....	.51	.....
Ontario.....	.75	.40 - .98
Toronto.....	.83	.....
Other Ontario centres.....	.73	.40 - .98
<i>Sewing Machine Operators, Female</i>		
Canada.....	.38	.....
Quebec.....	.36	.21 - .44
Montreal.....	.38	.29 - .41
Other Quebec centres.....	.30	.21 - .44
Ontario.....	.41	.33 - .81
Toronto.....	.61	.46 - .81
Other Ontario centres.....	.38	.33 - .42
<i>Examiners, Female</i>		
Canada.....	.40	.....
Quebec.....	.40	.28 - .50
Montreal.....	.39	.28 - .50
Other Quebec centres.....	.44	.....
Ontario.....	.40	.34 - .45
Toronto.....	.50	.....
Other Ontario centres.....	.39	.34 - .45
<i>Pressers, Female</i>		
Canada.....	.49	.....
Quebec.....	.39	.25 - .64
Montreal.....	.40	.26 - .57
Other Quebec centres.....	.36	.25 - .64
Ontario.....	.55	.36 - .85
Toronto.....	.74	.55 - .85
Other Ontario centres.....	.49	.36 - .56
<i>Box Room Workers, Female</i>		
Canada.....	.39	.....
Quebec.....	.31	.22 - .40
Montreal.....	.31	.22 - .40
Other Quebec centres.....	.31	.....
Ontario.....	.43	.35 - .47
Toronto.....	.54	.....
Other Ontario centres.....	.40	.35 - .47

Table V—(2) CLOTHING—Continued

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
MEN'S SHIRTS—Concluded		
<i>Shippers, Male</i>		
Canada.....	.61	.....
Quebec.....	.59	.40 - .67
Montreal.....	.63	.40 - .67
Other Quebec centres.....	.34	.....
Ontario.....	.62	.....
Toronto.....	.67	.....
Other Ontario centres.....	.60	.....
WOMEN'S AND CHILDREN'S COATS AND SUITS		
<i>Button Sewers, Female</i>		
Canada.....	.48	.....
Quebec (Montreal).....	.50	.42 - .60
Ontario (Toronto).....	.52	.40 - .64
Western Provinces (Winnipeg and Vancouver).....	.35	.28 - .43
<i>Cutters, Male</i>		
Canada.....	1.01	.....
Quebec (Montreal).....	1.04	.82 - 1.27
Ontario (Toronto).....	1.06	.92 - 1.22
Western Provinces (Winnipeg and Vancouver).....	.83	.62 - 1.01
<i>Finishers, Female</i>		
Canada.....	.62	.....
Quebec (Montreal).....	.65	.48 - .89
Ontario (Toronto).....	.67	.49 - .85
Western Provinces (Winnipeg and Vancouver).....	.52	.39 - .60
<i>Pressers, Male</i>		
Canada.....	1.01	.....
Quebec (Montreal).....	1.12	.85 - 1.45
Ontario (Toronto).....	1.01	.81 - 1.28
Western Provinces (Winnipeg and Vancouver).....	.79	.63 - .99
<i>Sewing Machine Operators, Male</i>		
Canada.....	1.08	.....
Quebec (Montreal).....	1.20	.90 - 1.50
Ontario (Toronto).....	1.10	.85 - 1.39
Western Provinces (Winnipeg and Vancouver).....	.82	.70 - 1.15
<i>Sewing Machine Operators, Female</i>		
Canada.....	.64	.....
Quebec (Montreal).....	.78	.46 - 1.09
Ontario (Toronto).....	.68	.51 - .95
Western Provinces (Winnipeg and Vancouver).....	.44	.33 - .59
WOMEN'S AND CHILDREN'S DRESSES		
<i>Cutters, Male</i>		
Canada.....	.91	.....
Quebec (Montreal).....	.95	.73 - 1.12
Ontario (Toronto).....	.81	.53 - 1.04
Western Provinces.....	.64	.....
<i>Examiners, Female</i>		
Canada.....	.42	.....
Quebec (Montreal).....	.42	.29 - .52
Ontario (Toronto).....	.43	.30 - .53
Western Provinces.....	.37	.....

Table V—(2) CLOTHING—Concluded

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
WOMEN'S AND CHILDREN'S DRESSES—Concluded		
<i>Finishers, Female</i>		
Canada.....	.47	.....
Quebec (Montreal).....	.45	.32 — .61
Ontario (Toronto).....	.57	.39 — .73
Western Provinces.....	.33	.....
<i>Pressers, Female</i>		
Canada.....	.57	.....
Quebec (Montreal).....	.60	.35 — .73
Ontario (Toronto).....	.50	.28 — .61
Western Provinces.....	.40	.27 — .45
<i>Sewing Machine Operators, Female</i>		
Canada.....	.56	.....
Quebec (Montreal).....	.59	.31 — .83
Ontario (Toronto).....	.52	.28 — .53
Western Provinces.....	.39	.32 — .45

Table V—(3) RUBBER PRODUCTS

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Calendermen</i>			
Canada.....	.80	.87	.....
Quebec.....	.65	.71	.62 — .80
Montreal.....	.67	.71	.65 — .75
Other Quebec centres.....	.60	.70	.62 — .80
Ontario.....	.84	.91	.80 — 1.07
Toronto.....	.85	.92	.84 — 1.07
Other Ontario centres.....	.82	.89	.80 — .92
<i>Compounders</i>			
Canada.....	.76	.84	.....
Quebec.....	.56	.61	.42 — .76
Montreal.....	.59	.67	.51 — .72
Other Quebec centres.....	.52	.57	.42 — .76
Ontario.....	.81	.88	.74 — .98
Toronto.....	.82	.89	.77 — .98
Other Ontario centres.....	.80	.86	.74 — .92
<i>Curers</i>			
Canada.....	.88	.90	.....
Quebec.....	.70	.76	.70 — .84
Ontario.....	.90	.91	.70 — 1.05
Toronto.....	.91	.90	.72 — 1.05
Other Ontario centres.....	.88	.92	.70 — 1.01

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Cutters</i>			
Canada.....	.66	.68	.....
Quebec.....	.57	.60	.40 — .78
Montreal.....	.65	.68	.59 — .78
Other Quebec centres.....	.55	.56	.40 — .71
Ontario.....	.75	.74	.47 — 1.05
Toronto.....	.85	.85	.66 — 1.05
Other Ontario centres.....	.67	.69	.47 — .81
<i>Millmen</i>			
Canada.....	.71	.72	.....
Quebec.....	.48	.55	.32 — .76
Montreal.....	.62	.66	.59 — .76
Other Quebec centres.....	.46	.47	.32 — .64
Ontario.....	.78	.80	.68 — .99
Toronto.....	.82	.86	.75 — .99
Other Ontario centres.....	.75	.76	.68 — .90
<i>Packers, Female</i>			
Canada.....	.38	.45	.....
Quebec.....	.36	.37	.30 — .56
Montreal.....	.40	.46	.44 — .56
Other Quebec centres.....	.35	.36	.30 — .42
Ontario.....	.46	.51	.42 — .59
Toronto.....	.44	.52	.48 — .59
Other Ontario centres.....	.50	.50	.42 — .53
<i>Packers, Male</i>			
Canada.....	.55	.60	.....
Quebec.....	.52	.53	.32 — .67
Montreal.....	.59	.65	.61 — .67
Other Quebec centres.....	.45	.46	.32 — .59
Ontario.....	.62	.70	.51 — .86
Toronto.....	.....	.70	.51 — .86
Other Ontario centres.....	.62	.69	.64 — .85
<i>Press Operators, Male</i>			
Canada.....	.69	.71	.....
Quebec.....	.60	.64	.44 — .80
Montreal.....	.69	.70	.64 — .80
Other Quebec centres.....	.59	.64	.44 — .75
Ontario.....	.74	.78	.61 — .92
Toronto.....	.77	.78	.61 — .87
Other Ontario centres.....	.71	.77	.62 — .92
<i>Quarter Makers, Female</i>			
Canada.....	.36	.43	.....
Quebec.....	.36	.41	.30 — .52
Montreal.....	.39	.46	.41 — .52
Other Quebec centres.....	.34	.36	.30 — .48
Ontario.....	.44	.46	.35 — .48
<i>Shippers</i>			
Canada.....	.64	.67	.....
Quebec.....	.57	.59	.40 — .68
Montreal.....	.64	.63	.56 — .68
Other Quebec centres.....	.51	.55	.40 — .62
Ontario.....	.66	.70	.51 — .88
Toronto.....	.66	.69	.61 — .85
Other Ontario centres.....	.67	.71	.51 — .88

Table V—(3) RUBBER PRODUCTS—Concluded

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Shoe Makers, Female</i>			
Canada.....	.43	.44	.....
Quebec.....	.39	.38	.30 — .70
Montreal.....	.50	.55	.44 — .70
Other Quebec centres.....	.35	.36	.30 — .41
Ontario.....	.49	.49	.41 — .52
<i>Shoe Makers, Male</i>			
Canada.....	.57	.61	.....
Quebec.....	.55	.56	.44 — .78
Montreal.....	.65	.73	.61 — .78
Other Quebec centres.....	.51	.52	.44 — .64
Ontario.....	.69	.72	.52 — .78
Toronto.....	.74	.75	.52 — .78
Other Ontario centres.....	.67	.71	.66 — .72
<i>Tire Builders</i>			
Canada.....	1.02	1.02	.....
Ontario.....	1.02	1.02	.83 — 1.15
Toronto.....	1.06	1.08	.83 — 1.15
Other Ontario centres.....	.97	.97	.84 — 1.02
<i>Tube Makers</i>			
Canada.....	.77	.85	.....
Quebec.....	.64	.67	.66 — .67
Ontario.....	.79	.85	.65 — .93
Toronto.....	.80	.85	.77 — .92
Other Ontario centres.....	.79	.86	.65 — .93
<i>Varnishers</i>			
Canada.....	.62	.65	.....
Quebec.....	.52	.54	.39 — .73
Montreal.....	.54	.58	.55 — .60
Other Quebec centres.....	.51	.51	.39 — .73
Ontario.....	.73	.72	.68 — .72
Toronto.....	.72	.71	.....
Other Ontario centres.....	.74	.73	.68 — .72

Table V—(4) PULP AND PAPER PRODUCTS

PULP			
<i>Acid Makers</i>			
Canada.....	.83	.85	.....
Maritime Provinces.....	.82	.86	.65 — .95
Quebec.....	.79	.82	.73 — .90
Ontario.....	.85	.85	.67 — .97
Western Provinces*.....	.86	.87	.82 — .91
<i>Blow-Pit Men</i>			
Canada.....	.60	.63	.....
Maritime Provinces.....	.58	.61	.57 — .64
Quebec.....	.57	.62	.58 — .67
Ontario.....	.64	.64	.60 — .68
Western Provinces*.....	.66	.65	.64 — .69

*Includes Manitoba and British Columbia only.

Table V—(4) PULP AND PAPER PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>PULP—Concluded</i>			
<i>Chippermen</i>			
Canada.....	.59	.62	.....
Maritime Provinces.....	.55	.60	.59 — .61
Quebec.....	.55	.60	.57 — .63
Ontario.....	.63	.64	.59 — .69
Western Provinces*.....	.67	.68	.64 — .69
<i>Digester Cooks</i>			
Canada.....	.94	.99	.....
Maritime Provinces.....	.95	.99	.91 — 1.08
Quebec.....	.91	.98	.87 — 1.08
Ontario.....	.98	1.00	.87 — 1.12
Western Provinces*.....	.98	.98	.86 — 1.07
<i>Grindermen</i>			
Canada.....	.61	.65	.....
Maritime Provinces.....	.59	.65	.59 — .66
Quebec.....	.55	.61	.54 — .65
Ontario.....	.67	.67	.64 — .69
Western Provinces*.....	.74	.74	.....
<i>Screenmen</i>			
Canada.....	.62	.65	.....
Maritime Provinces.....	.58	.63	.58 — .71
Quebec.....	.59	.64	.57 — .68
Ontario.....	.66	.66	.63 — .70
Western Provinces*.....	.71	.71	.63 — .79
<i>Wet Machine Men</i>			
Canada.....	.54	.59	.....
Maritime Provinces.....	.48	.55	.42 — .60
Quebec.....	.51	.58	.53 — .64
Ontario.....	.60	.64	.57 — .72
Western Provinces*.....	.69	.70	.69 — .71
<i>Wood Handlers</i>			
Canada.....	.55	.59	.....
Maritime Provinces.....	.52	.57	.51 — .57
Quebec.....	.52	.57	.53 — .59
Ontario.....	.62	.62	.57 — .64
Western Provinces*.....	.67	.68	.50 — .80
NEWSPRINT			
<i>Backtenders</i>			
Canada.....	1.44	1.45	.....
Maritime Provinces.....	1.63	1.69	1.65 — 1.71
Quebec.....	1.40	1.43	1.21 — 1.61
Ontario.....	1.44	1.41	1.11 — 1.63
Western Provinces*.....	1.55	1.55	1.47 — 1.59
<i>Beatermen</i>			
Canada.....	.62	.63	.....
Maritime Provinces.....	.57	.62	.61 — .63
Quebec.....	.54	.60	.57 — .62
Ontario.....	.66	.68	.63 — .72
Western Provinces*.....	.67	.66	.63 — .67

*Includes Manitoba and British Columbia only.

Table V—(4) PULP AND PAPER PRODUCTS.—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
NEWSPRINT—Concluded			
<i>Fifth Hands</i>			
Canada.....	.75	.75	.....
Maritime Provinces.....	.74	.80	.77 — .80
Quebec.....	.70	.75	.67 — .81
Ontario.....	.76	.75	.71 — .79
Western Provinces*.....	.77	.77	.74 — .79
<i>Finishers</i>			
Canada.....	.60	.64	.....
Maritime Provinces.....	.57	.62	.....
Quebec.....	.59	.63	.58 — .69
Ontario.....	.65	.65	.63 — .69
Western Provinces*.....	.67	.66	.63 — .73
<i>Fourth Hands</i>			
Canada.....	.79	.82	.....
Maritime Provinces.....	.82	.87	.86 — .87
Quebec.....	.76	.81	.73 — .86
Ontario.....	.81	.80	.76 — .85
Western Provinces*.....	.87	.88	.79 — .94
<i>Machine Oilers</i>			
Canada.....	.67	.72	.....
Maritime Provinces.....	.63	.69	.....
Quebec.....	.64	.70	.61 — .77
Ontario.....	.76	.76	.70 — .78
Western Provinces*.....	.75	.75	.74 — .78
<i>Machine Tenders</i>			
Canada.....	1.63	1.63	.....
Maritime Provinces.....	1.80	1.86	1.83 — 1.88
Quebec.....	1.58	1.61	1.38 — 1.74
Ontario.....	1.62	1.59	1.27 — 1.89
Western Provinces*.....	1.75	1.74	1.65 — 1.77
<i>Third Hands</i>			
Canada.....	1.12	1.14	.....
Maritime Provinces.....	1.19	1.30	1.29 — 1.31
Quebec.....	1.09	1.12	.95 — 1.23
Ontario.....	1.13	1.11	.91 — 1.26
Western Provinces*.....	1.18	1.19	1.13 — 1.26
PAPER OTHER THAN NEWSPRINT			
<i>Backtenders</i>			
Canada.....	.81	.84	.....
Maritime Provinces.....	.92	1.02	.83 — 1.20
Quebec.....	.76	.79	.65 — .92
Ontario.....	.82	.83	.72 — 1.04
Western Provinces*.....	1.05	1.04	.94 — 1.15
<i>Beatermen</i>			
Canada.....	.60	.62	.....
Maritime Provinces.....	.55	.59	.58 — .60
Quebec.....	.61	.62	.57 — .67
Ontario.....	.59	.60	.57 — .63
Western Provinces*.....	.72	.75	.67 — .80

*Includes Manitoba and British Columbia only.

Table V—(4) PULP AND PAPER PRODUCTS—Concluded

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
PAPER OTHER THAN NEWSPRINT—Concluded			
<i>Finishers</i>			
Canada.....	.56	.61	.....
Maritime Provinces.....	.56	.61	.....
Quebec.....	.55	.61	.56 — .64
Ontario.....	.60	.61	.57 — .64
<i>Machine Tenders</i>			
Canada.....	.99	1.02	.....
Maritime Provinces.....	1.11	1.18	1.02 — 1.38
Quebec.....	.95	.97	.75 — 1.12
Ontario.....	1.01	1.01	.86 — 1.21
Western Provinces*.....	1.23	1.21	1.11 — 1.32
<i>Third Hands</i>			
Canada.....	.68	.69	.....
Maritime Provinces.....	.78	.81	.73 — .97
Quebec.....	.62	.64	.53 — .77
Ontario.....	.72	.71	.58 — .80
Western Provinces*.....	.88	.89	.78 — .95
MAINTENANCE			
<i>Electricians</i>			
Canada.....	.80	.85	.....
Maritime Provinces.....	.80	.85	.74 — .99
Quebec.....	.76	.82	.69 — .90
Ontario.....	.83	.86	.75 — .92
Western Provinces*.....	.94	.94	.77 — 1.01
<i>Firemen</i>			
Canada.....	.67	.71	.....
Maritime Provinces.....	.63	.67	.60 — .80
Quebec.....	.64	.69	.60 — .78
Ontario.....	.72	.73	.60 — .85
Western Provinces*.....	.72	.72	.70 — .73
<i>Labourers</i>			
Canada.....	.54	.58	.....
Maritime Provinces.....	.53	.56	.51 — .57
Quebec.....	.49	.55	.53 — .57
Ontario.....	.60	.60	.54 — .64
Western Provinces*.....	.65	.65	.62 — .67
<i>Machinists</i>			
Canada.....	.80	.83	.....
Maritime Provinces.....	.78	.81	.68 — .89
Quebec.....	.75	.80	.68 — .91
Ontario.....	.89	.90	.79 — 1.03
Western Provinces*.....	.91	.92	.71 — 1.03
<i>Millwrights</i>			
Canada.....	.77	.80	.....
Maritime Provinces.....	.74	.78	.70 — .88
Quebec.....	.71	.76	.67 — .87
Ontario.....	.89	.90	.72 — 1.01
Western Provinces*.....	.89	.89	.71 — .99
<i>Pipefitters</i>			
Canada.....	.80	.82	.....
Maritime Provinces.....	.74	.77	.66 — .87
Quebec.....	.74	.79	.67 — .88
Ontario.....	.86	.86	.70 — .96
Western Provinces*.....	.95	.94	.82 — 1.05

*Includes Manitoba and British Columbia only.

Table V—(5) PAPER BOXES

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Canada		
Adjusters, Male.....	.74	.58 — .90
Box makers, female.....	.34	.29 — .47
Glue table girls.....	.38	.25 — .54
Machine operators, male.....	.54	.30 — .76
Machine operators, female.....	.37	.23 — .51
Paper cutters, male.....	.54	.34 — .77
Press feeders, male.....	.57	.35 — .80
Scorers, male.....	.62	.45 — .82

Table V—(6) PRINTING AND PUBLISHING

NEWSPAPER PRINTING 1939-1944

Locality	Wage Rate per Hour	
	Compositors Hand and Machine	Pressmen
	\$	\$
Halifax—		
1939.....	.83	.55
1940.....	.88	.52
1941.....	.88	.49
1942.....	.89	.51
1943.....	.90	.61
1944.....	.96	.63
Saint John—		
1939.....	.80	.80
1940.....	.80	.80
1941.....	.82	.82
1942.....	.89	.84
1943.....	.90	.84
1944.....	.95	.91
Quebec—		
1939.....	.66	.63
1940.....	.70	.66
1941.....	.70	.66
1942.....	.78	.68
1943.....	.84	.69
1944.....	.84	.80
Montreal—		
1939.....	1.01	.86
1940.....	1.08	.89
1941.....	1.13	.89
1942.....	1.14	.92
1943.....	1.15	.92
1944.....	1.19	.97
Ottawa—		
1939.....	.93	.87
1940.....	.93	.87
1941.....	.98	.94
1942.....	1.03	.99
1943.....	1.04	1.00
1944.....	1.04	1.00

Table V—(6) PRINTING AND PUBLISHING—Continued
 NEWSPAPER PRINTING 1939-1944—Continued

Locality	Wage Rate per Hour	
	Compositors Hand and Machine	Pressmen
	\$	\$
Toronto—		
1939.....	1.14	1.14
1940.....	1.18	1.18
1941.....	1.24	1.24
1942.....	1.25	1.25
1943.....	1.27	1.27
1944.....	1.35	1.35
Hamilton—		
1939.....	.86	.84
1940.....	.86	.84
1941.....	.88	.86
1942.....	.97	.91
1943.....	.98	.92
1944.....	.98	.92
London—		
1939.....	.82	.77
1940.....	.82	.82
1941.....	.82	.82
1942.....	.94	.92
1943.....	1.01	.96
1944.....	1.02	.96
Windsor—		
1939.....	.85	.78
1940.....	.90	.83
1941.....	.94	.87
1942.....	1.00	.93
1943.....	1.01	.94
1944.....	1.01	.94
Winnipeg—		
1939.....	.89	.83
1940.....	.89	.83
1941.....	.90	.84
1942.....	.93	.90
1943.....	.96	.90
1944.....	.96	.90
Regina—		
1939.....	.82	.81
1940.....	.84	.84
1941.....	.93	.93
1942.....	.95	.95
1943.....	.95	.95
1944.....	.95	.95
Saskatoon—		
1939.....	.89	.93
1940.....	.89	.93
1941.....	.89	.93
1942.....	.90	.93
1943.....	.95	.94
1944.....	.95	.94
Calgary—		
1939.....	.85	.85
1940.....	.85	.85
1941.....	.92	.92
1942.....	.93	.93
1943.....	.94	.94
1944.....	.94	.94

Table V—(6) PRINTING AND PUBLISHING—Continued
 NEWSPAPER PRINTING 1939-1944—*Concluded*

Locality	Wage Rate per Hour	
	Compositors Hand and Machine	Pressmen
	\$	\$
Edmonton—		
1939.....	.90	.91
1940.....	.93	.94
1941.....	.96	.97
1942.....	.97	.98
1943.....	.98	.99
1944.....	.98	.99
Vancouver—		
1939.....	1.06	1.00
1940.....	1.06	1.00
1941.....	1.16	1.09
1942.....	1.17	1.10
1943.....	1.19	1.11
1944.....	1.19	1.11
Victoria—		
1939.....	1.07	1.00
1940.....	1.07	1.00
1941.....	1.13	1.13
1942.....	1.15	1.15
1943.....	1.15	1.15
1944.....	1.16	1.16

Table V—(6) PRINTING AND PUBLISHING—Continued

JOB PRINTING, 1939-1944

Locality	COMPOSITORS MACHINE AND HAND		PRESSMEN		BOOKBINDERS		BINDERY GIRLS	
	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week
	\$		\$		\$		\$	
HAIFAX—								
1939.....	25.00—35.00	44—48	25.00—30.00	44—48	27.00—35.00	45—47	11.00—12.00	44—47
1940.....	25.00—35.00	44—48	25.00—30.00	44—48	28.00—35.00	45—47	11.00—12.00	44—47
1941.....	30.00—33.00	44—48	25.00—34.25	44—48	30.00—35.00	45—47	12.50—13.50	45—47
1942.....	34.52	44—48	30.77	44	33.10	44—47	14.35	48
1943.....	37.18	44—48	35.00	44—48	34.24	44	13.72	44—48
1944.....	37.21	44—48	36.78	44—48	34.24	44—48	13.86	44—48
SAINT JOHN—								
1939.....	33.00—36.00	44	30.75—38.00	44	28.00—33.00	44	8.00—12.00	44
1940.....	33.00—36.00	44	30.75—38.00	44	30.00—33.00	44	9.00—12.00	44
1941.....	33.00—36.00	44	30.75—38.00	44	30.00—33.00	44	10.00—12.00	44
1942.....	35.10	44	33.10	44	34.35	44	13.10	44
1943.....	35.16	44	33.94	44	33.25	44	14.85	44
1944.....	36.05	44	35.73	44	35.05	44	15.08	44
QUEBEC—								
1939.....	26.50—30.50	46	26.50—31.50	46	26.50—30.50	46	9.00—12.00	46
1940.....	29.50—32.00	46	28.00—33.00	46	28.00—32.00	46	11.04	46
1941.....	29.50—33.50	46	28.00—33.00	46	28.00—33.50	46	11.04	46
1942.....	32.95	46	30.85	46	31.55	46	11.64	46
1943.....	32.68	45—46	31.75	46	30.25	46	11.99	46
1944.....	36.24	45—48	34.08	45—48	34.04	45—48	12.71	45—48
MONTREAL—								
1939.....	33.75—40.00	44—45	33.75—36.00	44—45	33.75—36.00	45	12.60—15.30	45
1940.....	36.00—40.00	44	36.00—40.00	45	36.00	45	12.60—15.30	45
1941.....	36.00—40.00	44	36.00—40.00	44	36.00—37.50	44	12.60—15.30	44
1942.....	40.60	44	39.25	44	37.97	44	14.77	44
1943.....	39.53	44	39.76	44	37.79	44	15.84	44
1944.....	41.43	44—48	40.07	44—48	38.72	44—48	16.15	44—48
OTTAWA—								
1939.....	30.00—38.00	45—48	30.00—38.00	48	30.00—35.00	48	11.50—14.50	45—48
1940.....	30.00—38.00	45—48	30.00—38.00	44—48	30.00—37.00	44—48	11.50—15.30	45—48
1941.....	34.00—39.00	45—48	30.00—40.00	45—48	33.00—38.00	44—48	11.00—17.80	44—48
1942.....	37.17	44—48	36.17	44—48	37.00	44—48	15.47	44—48
1943.....	40.01	44—48	37.47	44—48	37.00	44—48	16.49	44—48
1944.....	40.01	44—48	38.23	44—48	37.00	44—48	17.10	44—48

TORONTO—

1939.....	31.00—40.00	44—48	30.00—40.00	44—48	29.00—38.00	44—48	12.50—18.00	44—48
1940.....	31.00—40.00	44—48	30.00—40.00	44—48	29.00—38.00	44—48	12.50—18.00	44—48
1941.....	33.00—40.00	44—48	34.00—40.00	44—48	33.00—39.00	44—48	13.50—18.50	44—48
1942.....	38.35	44—48	38.85	44—48	37.60	44—48	17.52	44—48
1943.....	39.38	44—48	39.19	44—48	39.06	44—48	18.84	44—48
1944.....	39.42	44—48	40.18	44—48	39.18	44—48	18.84	44—48

HAMILTON—

1939.....	33.00—36.00	44—48	31.30—38.50	44—48	32.85—40.00	44—48	11.00—15.40	44—48
1940.....	33.00—36.00	44—48	33.00—38.50	44—48	32.85—40.00	44—48	11.00—15.40	44—48
1941.....	33.00—36.00	44—48	33.00—38.50	44—48	32.85—40.00	44—48	12.00—15.50	44—48
1942.....	37.40	44—48	37.90	44—48	40.00	44—48	17.90	44—48
1943.....	38.09	44—48	38.19	44—48	38.14	44—48	17.54	44—48
1944.....	38.09	44—48	38.19	44—48	40.77	44—48	17.54	44—48

LONDON—

1939.....	28.00—34.00	44—48	29.50—36.50	44—48	31.00—40.00	45—48	11.50	45—48
1940.....	28.00—34.00	44—48	29.50—36.50	44—48	31.00—40.00	45—48	11.50	45—48
1941.....	30.00—34.00	44—48	29.50—36.50	44—48	31.25—42.50	45—48	12.50	44—48
1942.....	33.65	44—45	33.16	44—48	40.00	44—48	14.24	44—48
1943.....	33.14	44—45	32.97	44—48	40.35	44—48	14.90	44—48
1944.....	33.14	44—48	35.20	44—48	40.35	44—48	14.90	44—48

WINDSOR—

1939.....	37.40—49.00	44—48	30.00—40.00	40—48	28.00—40.00	44—48	15.00	44—48
1940.....	39.60—49.00	44—48	30.00—40.00	40—48	28.00—40.00	44—48	15.00	44—48
1941.....	40.00—49.00	44	32.40—40.00	44	30.50—43.00	44	15.00—17.00	44
1942.....	39.10	44	38.02	44	40.00	44	17.89	44
1943.....	43.20	48	39.50	44	39.55	44	19.58	44—48
1944.....	44.21	44	39.50	44	42.68	44	19.58	44

WINNIPEG—

1939.....	35.20—38.50	44—48	28.00—38.50	44—48	33.00—39.00	44—48	9.00—17.00	44—48
1940.....	35.20—39.60	44—48	28.00—38.50	44—48	33.00—39.00	44—48	9.00—17.00	44—48
1941.....	35.20—41.75	44—48	29.85—41.30	44—48	33.00—39.00	44—48	11.30—16.84	44—48
1942.....	39.68	44	35.92	44	38.00	44	15.10	44
1943.....	37.98	44	35.22	44—48	38.35	44—48	16.25	44—48
1944.....	39.57	44—48	35.22	44—48	38.35	44—48	16.25	44—48

REGINA—

1939.....	28.80—35.20	36—44	29.00—35.20	36—44	35.20	44	12.50—15.85	38—44
1940.....	29.70—36.30	36—44	29.00—36.30	36—44	36.30	44	12.50—16.50	38—44
1941.....	32.00—39.00	36—44	33.45—39.00	36—44	39.00	44	13.00—17.60	38—44
1942.....	36.85	44	36.85	44	40.60	44	17.60	44
1943.....	39.19	44	39.79	44	42.95	44	18.56	44
1944.....	40.69	44	40.71	44	42.25	44	18.56	44

Table V—(6) PRINTING AND PUBLISHING—Continued
 JOB PRINTING, 1939-1944—Concluded

Locality	COMPOSITORS MACHINE AND HAND		PRESSMEN		BOOKBINDERS		BINDERY GIRLS	
	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week	Wage Rate per Week	Standard Hours per Week
SASKATOON—								
1939.....	39.60-42.00	44	39.80-42.00	44	35.00-40.00	44	10.00-17.00	44
1940.....	39.60-42.00	44	39.60-42.00	44	35.00-40.00	44	14.50-19.00	44
1941.....	40.00-48.00	44	42.00-48.00	44	38.20-40.00	44	13.20-20.20	44
1942.....	44.06	44	46.51	44	41.54	44	19.07	44
1943.....	43.62	44	46.00	44	41.89	44	19.42	44
1944.....	44.00	44	46.00	44	41.89	44	19.42	44
CALGARY—								
1939.....	40.50	44	35.00-40.50	44	33.00-42.30	44	13.20-18.50	44
1940.....	40.50-44.00	44	35.00-40.50	44	33.00-42.30	44	13.20-18.50	44
1941.....	40.50-44.00	44	35.00-40.50	44	33.00-45.00	44	13.20-18.50	44
1942.....	42.84	44	38.77	44	40.00	44	17.10	44
1943.....	42.01	44	42.08	44	40.95	44-45	17.18	44
1944.....	42.01	44	42.08	44	40.95	44	17.18	44
EDMONTON—								
1939.....	37.40-39.60	44	37.40-39.60	44	37.40	44	17.60	44
1940.....	37.60-39.60	44	39.60	44	37.60	44	17.60	44
1941.....	39.60-42.00	44	39.60	44	39.60	44	17.60	44
1942.....	41.30	44	40.20	44	40.20	44	19.30	44
1943.....	41.72	44	40.55	44	40.53	44	18.90	44
1944.....	43.12	44	43.21	44	42.68	44	19.61	44
VANCOUVER—								
1939.....	40.00-40.50	40-44	40.00-40.70	40-44	37.20-45.00	40-48	14.00-20.00	40-48
1940.....	40.00-40.50	40-44	40.00-40.70	40-44	37.20-45.00	40-48	14.00-20.00	40-48
1941.....	42.50-49.40	40-44	42.50	40-48	37.20-48.00	40-48	14.00-22.50	40-48
1942.....	47.47	40-44	43.75	40-44	45.77	44	20.40	40-44
1943.....	45.99	40-44	43.77	40-48	45.12	40-48	22.72	40-48
1944.....	45.99	40-48	45.15	40-48	45.12	40-48	23.64	40-48
VICTORIA—								
1939.....	40.90-45.00	40-44	42.00-52.00	44-48	45.00	44	15.40-22.50	44
1940.....	45.00	44	42.00-52.00	44-48	45.00	44	16.00-22.50	44
1941.....	47.75	44	47.75-54.75	44-48	47.75	44	18.00-23.85	44
1942.....	48.35	40-45	48.35	40-44	48.35	44-45	21.27	40-45
1943.....	48.70	40-44	48.70	44	48.70	44	24.84	44
1944.....	48.70	40-44	48.70	40-44	48.70	40-44	24.78	40-44

Table V—(6) PRINTING AND PUBLISHING—Concluded

Occupation and Locality	1943	1944
	Average Wage Rate per Week	Average Wage Rate per Week
	\$	\$
LITHOGRAPHING, PHOTO-ENGRAVING, STEREOTYPING AND ELECTROTYPING*		
<i>Lithographic Artists</i>		
Montreal.....	52.56	54.17
Toronto.....	52.06	54.74
<i>Electrotypers and Stereotypers</i>		
Montreal.....	42.32	45.24
Toronto.....	47.70	48.18
Winnipeg.....	41.97	43.01
Vancouver.....	56.68	57.64
<i>Photo-Engravers</i>		
Montreal.....	54.31	57.96
Toronto.....	57.88	58.99
Winnipeg.....	53.42	52.45
Vancouver.....	55.26	55.30
<i>Lithographic Pressmen</i>		
Montreal.....	48.98	51.68
Toronto.....	48.93	51.21
Winnipeg.....	41.99	44.19
Vancouver.....	49.40	51.47
<i>Transferrers</i>		
Montreal.....	48.46	49.31
Toronto.....	47.26	49.58
Winnipeg.....	39.30	37.75
Vancouver.....	53.76	54.96

*Standard or normal hours per week in 1944 averaged 44.7.

Table V—(7) LUMBER AND ITS PRODUCTS

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
SAWMILL PRODUCTS			
<i>Edgemen</i>			
Canada.....	.61	.68	.....
Maritime Provinces.....	.46	.54	.42 — .67
Quebec.....	.43	.48	.40 — .65
Ontario.....	.56	.56	.44 — .67
Prairie Provinces.....	.47	.55	.38 — .70
British Columbia.....	.80	.85	.70 — 1.07
<i>Firemen</i>			
Canada.....	.59	.61	.....
Maritime Provinces.....	.43	.44	.38 — .56
Quebec.....	.39	.46	.36 — .50
Ontario.....	.50	.53	.44 — .70
Prairie Provinces.....	.44	.44	.31 — .50
British Columbia.....	.69	.72	.64 — .77

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
SAWMILL PRODUCTS—Concluded			
\$			
<i>Labourers</i>			
Canada.....	.48	.50	.....
Maritime Provinces.....	.36	.40	.32 — .50
Quebec.....	.36	.40	.33 — .50
Ontario.....	.40	.41	.34 — .47
Prairie Provinces.....	.38	.48	.38 — .71
British Columbia.....	.63	.67	.60 — .72
<i>Millwrights</i>			
Canada.....	.75	.80	.....
Maritime Provinces.....	.51	.57	.45 — .70
Quebec.....	.56	.62	.50 — .76
Ontario.....	.61	.63	.47 — .77
Prairie Provinces.....	.62	.63	.58 — .77
British Columbia.....	.88	.90	.77 — 1.02
<i>Pilers</i>			
Canada.....	.54	.55	.....
Maritime Provinces.....	.41	.46	.37 — .56
Quebec.....	.44	.43	.34 — .51
Ontario.....	.49	.49	.40 — .60
Prairie Provinces.....	.42	.54	.50 — .60
British Columbia.....	.67	.70	.65 — .75
<i>Sawyers, Band</i>			
Canada.....	.87	.90	.....
Maritime Provinces.....	.61	.72	.42 — 1.01
Quebec.....	.54	.57	.40 — .80
Ontario.....	.81	.82	.52 — 1.02
Prairie Provinces.....	.64	.78	.58 — 1.11
British Columbia.....	1.05	1.06	.72 — 1.24
<i>Stationary Engineers</i>			
Canada.....	.71	.75	.....
Maritime Provinces.....	.51	.54	.41 — .67
Quebec.....	.50	.56	.45 — .63
Ontario.....	.61	.63	.52 — .75
Prairie Provinces.....	.60	.61	.50 — .75
British Columbia.....	.85	.85	.73 — .98
PLANING MILLS, SASH, DOORS, ETC.			
<i>Bench Hands</i>			
Canada.....	.61	.62	.....
Maritime Provinces.....	.50	.47	.41 — .58
Quebec.....	.52	.52	.40 — .62
Montreal.....	.56	.55	.52 — .62
Other Quebec centres.....	.49	.49	.40 — .60
Ontario.....	.60	.61	.44 — .75
Toronto.....	.65	.69	.64 — .75
Other Ontario centres.....	.58	.59	.44 — .74
Western Provinces*.....	.76	.76	.58 — .92

*Includes Prairie Provinces and British Columbia.

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>PLANING MILLS, SASH, DOORS, ETC.—Concluded</i>			
<i>Labourers</i>			
Canada.....	.47	.49	.....
Maritime Provinces.....	.41	.42	.35 — .50
Quebec.....	.38	.41	.33 — .52
Montreal.....	.42	.44	.37 — .52
Other Quebec centres.....	.36	.39	.33 — .43
Ontario.....	.45	.49	.40 — .57
Toronto.....	.52	.53	.48 — .57
Other Ontario centres.....	.44	.49	.40 — .57
Western Provinces*.....	.58	.63	.45 — .70
<i>Machine Hands</i>			
Canada.....	.55	.57	.....
Maritime Provinces.....	.50	.50	.35 — .65
Quebec.....	.49	.50	.40 — .52
Montreal.....	.52	.55	.47 — .65
Other Quebec centres.....	.46	.47	.40 — .52
Ontario.....	.56	.56	.40 — .67
Toronto.....	.65	.67	.55 — .75
Other Ontario centres.....	.54	.53	.40 — .67
Western Provinces*.....	.67	.70	.47 — .92
<i>Sawyers</i>			
Canada.....	.59	.61	.....
Maritime Provinces.....	.46	.50	.41 — .57
Quebec.....	.44	.50	.34 — .62
Montreal.....	.49	.55	.54 — .62
Other Quebec centres.....	.40	.46	.34 — .55
Ontario.....	.50	.53	.42 — .72
Toronto.....	.60	.63	.59 — .72
Other Ontario centres.....	.48	.52	.42 — .62
Western Provinces*.....	.70	.70	.41 — .72
<i>Shippers</i>			
Canada.....	.59	.62	.....
Maritime Provinces.....	.55	.56	.47 — .63
Quebec.....	.54	.54	.41 — .78
Montreal.....	.58	.66	.52 — .78
Other Quebec centres.....	.42	.42	.41 — .45
Ontario.....	.60	.62	.50 — .76
Toronto.....	.60	.60	.52 — .70
Other Ontario centres.....	.61	.63	.50 — .76
Western Provinces*.....	.61	.66	.55 — .84
<i>Truck Drivers</i>			
Canada.....	.50	.54	.....
Maritime Provinces.....	.45	.48	.36 — .58
Quebec.....	.44	.48	.35 — .62
Montreal.....	.45	.49	.42 — .55
Other Quebec centres.....	.43	.48	.35 — .62
Ontario.....	.54	.55	.45 — .67
Toronto.....	.55	.61	.57 — .67
Other Ontario centres.....	.48	.53	.45 — .63
Western Provinces*.....	.59	.63	.50 — .77

*Includes Prairie Provinces and British Columbia.

Table V—(7) LUMBER AND ITS PRODUCTS—Concluded

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
FURNITURE			
<i>Cabinet Makers</i>			
Canada.....	.61	.66	
Quebec.....	.54	.68	.56 — .80
Montreal.....	.63	.72	.65 — .80
Other Quebec centres.....	.47	.57	.56 — .66
Ontario.....	.63	.65	.54 — .84
Toronto.....	.66	.73	.59 — .84
Other Ontario centres.....	.60	.63	.54 — .75
Western Provinces*.....	.69	.69	.50 — .80
<i>Craters and Packers</i>			
Canada.....	.52	.55	
Quebec.....	.46	.49	.40 — .65
Montreal.....	.50	.55	.40 — .65
Other Quebec centres.....	.46	.49	.40 — .57
Ontario.....	.56	.58	.52 — .67
<i>Finishers and Polishers</i>			
Canada.....	.57	.61	
Quebec.....	.46	.57	.35 — .72
Montreal.....	.52	.64	.56 — .72
Other Quebec centres.....	.45	.50	.35 — .64
Ontario.....	.62	.62	.53 — .82
Toronto.....	.64	.74	.62 — .82
Other Ontario centres.....	.62	.61	.53 — .71
Western Provinces*.....	.68	.68	.50 — .82
<i>Machine Hands</i>			
Canada.....	.57	.57	
Quebec.....	.46	.50	.32 — .73
Montreal.....	.52	.61	.39 — .73
Other Quebec centres.....	.45	.46	.32 — .57
Ontario.....	.62	.60	.52 — .80
Toronto.....	.64	.64	.58 — .80
Other Ontario centres.....	.62	.60	.52 — .78
Western Provinces*.....	.62	.70	.55 — .85
<i>Sanders</i>			
Canada.....	.53	.56	
Quebec.....	.45	.49	.37 — .68
Ontario.....	.55	.59	.53 — .75
Toronto.....	.57	.59	.57 — .62
Other Ontario centres.....	.55	.59	.53 — .75
Western Provinces*.....	.66	.73	.67 — .81
<i>Sawyers</i>			
Canada.....	.56	.61	
Quebec.....	.49	.56	.48 — .77
Montreal.....	.58	.65	.55 — .77
Other Quebec centres.....	.48	.54	.48 — .69
Ontario.....	.59	.62	.53 — .84
Toronto.....	.69	.67	.59 — .84
Other Ontario centres.....	.58	.62	.53 — .70
<i>Upholsterers</i>			
Canada.....	.80	.80	
Quebec.....	.84	.84	.55 — .98
Ontario.....	.80	.79	.56 — 1.00
Western Provinces*.....	.76	.77	.59 — 1.30
<i>Yardmen and Labourers</i>			
Canada.....	.48	.50	
Quebec.....	.39	.40	.38 — .47
Ontario.....	.55	.55	.51 — .60

*Includes Prairie Provinces and British Columbia.

Table V—(8) EDIBLE PLANT PRODUCTS

Occupation and Locality	1943	1944
	Average Wage Rate per Hour	Average Wage Rate per Hour
	\$	\$
FLOUR†		
Canada—	.73	.75
Bolters.....	.77	.79
Grinders.....	.51	.51
Labourers.....	.70	.70
Millers.....	.75	.75
Millwrights.....	.58	.60
Oilers.....	.61	.62
Packers.....	.64	.65
Purifiers.....	.60	.59
Shippers.....	.54	.55
Sweepers.....		
BREAD AND CAKE*		
<i>Bakers, Bread, Male</i>		
Canada.....	.60	.43 — .70
Maritime Provinces.....	.56	.40 — .59
Quebec.....	.50	.47 — .59
Montreal.....	.52	.40 — .50
Other Quebec centres.....	.47	.44 — .69
Ontario.....	.59	.50 — .69
Toronto.....	.60	.44 — .69
Other Ontario centres.....	.58	.46 — .73
Prairie Provinces.....	.60	.71 — .85
British Columbia.....	.79	
<i>Bakers, Cake, Male</i>		
Canada.....	.60	.37 — .70
Maritime Provinces.....	.56	.46 — .55
Quebec.....	.49	.46 — .55
Montreal.....	.49	
Other Quebec centres.....	.47	.54 — .77
Ontario.....	.63	.55 — .77
Toronto.....	.66	.54 — .69
Other Ontario centres.....	.61	.39 — .69
Prairie Provinces.....	.59	.75 — .84
British Columbia.....	.80	
<i>Benchworkers</i>		
Canada.....	.64	.37 — .52
Maritime Provinces.....	.45	.35 — .67
Ontario.....	.56	.48 — .67
Toronto.....	.56	.35 — .67
Other Ontario centres.....	.57	.49 — .68
Prairie Provinces.....	.58	.69 — .89
British Columbia.....	.75	
<i>Helpers, Male</i>		
Canada.....	.45	.29 — .50
Maritime Provinces.....	.40	.35 — .55
Quebec.....	.46	.41 — .55
Montreal.....	.46	.35 — .40
Other Quebec centres.....	.38	.35 — .56
Ontario.....	.45	.35 — .56
Toronto.....	.47	.35 — .52
Other Ontario centres.....	.43	.31 — .50
Prairie Provinces.....	.41	.44 — .66
British Columbia.....	.58	

†Rates under "Flour" for 1943 in Report No. 26 included also the rates in "feed" mills. The latter have been omitted from this table for 1943 and 1944.

*Rates for 1943 in Report No. 26 were shown on a weekly basis and are omitted therefore from this section of the table.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
BREAD AND CAKE*—Concluded		
<i>Helpers, Female</i>		
Canada.....	.37	
Maritime Provinces.....	.32	.25 — .50
Quebec (Montreal only).....	.35	.30 — .39
Ontario.....	.37	.29 — .46
Toronto.....	.38	.31 — .46
Other Ontario centres.....	.35	.29 — .42
Prairie Provinces.....	.37	.30 — .45
British Columbia.....	.47	.38 — .66
<i>Mixers</i>		
Canada.....	.60	
Maritime Provinces.....	.52	.36 — .65
Quebec (Montreal only).....	.56	.47 — .64
Ontario.....	.65	.48 — .71
Toronto.....	.66	.58 — .70
Other Ontario centres.....	.60	.48 — .71
Prairie Provinces.....	.63	.60 — .67
<i>Overtenders</i>		
Canada.....	.62	
Maritime Provinces.....	.47	.38 — .65
Quebec (Montreal only).....	.59	.55 — .65
Ontario.....	.60	.42 — .69
Toronto.....	.61	.54 — .68
Other Ontario centres.....	.58	.42 — .69
Prairie Provinces.....	.61	.50 — .76
British Columbia.....	.79	.75 — .82
<i>Packers and Wrappers, Male</i>		
Canada.....	.47	
Quebec.....	.49	.46 — .58
Montreal.....	.50	.46 — .58
Other Quebec centres.....	.46	
Ontario.....	.44	.26 — .64
Toronto.....	.50	.44 — .64
Other Ontario centres.....	.40	.26 — .58
Prairie Provinces.....	.43	.32 — .51
British Columbia.....	.64	.62 — .64
<i>Packers and Wrappers, Female</i>		
Canada.....	.36	
Maritime Provinces.....	.26	.22 — .35
Quebec (Montreal only).....	.33	.28 — .36
Ontario.....	.38	.31 — .45
Toronto.....	.40	.34 — .45
Other Ontario centres.....	.35	.31 — .39
Prairie Provinces.....	.35	.30 — .42
British Columbia.....	.47	.42 — .49

*Rates for 1943 in Report No. 26 were shown on a weekly basis and are omitted therefore from this section of the table.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
BISCUITS*			
<i>General Helpers, Male</i>			
Canada.....	.40	.40	.....
Maritime Provinces.....	.39	.38	.33 — .50
Quebec.....	.31	.32	.21 — .42
Montreal.....	.33	.33	.29 — .40
Other Quebec centres.....	.26	.30	.21 — .42
Ontario.....	.47	.50	.40 — .58
Toronto.....	.49	.52	.48 — .58
Other Ontario centres.....	.45	.48	.40 — .56
Western Provinces.....	.46	.51	.46 — .60
<i>Machine Operators</i>			
Canada.....	.53	.57	.....
Maritime Provinces.....	.56	.57	.52 — .63
Quebec.....	.46	.49	.40 — .62
Montreal.....	.46	.50	.40 — .62
Other Quebec centres.....	.45	.46	.43 — .50
Ontario.....	.56	.59	.47 — .69
Toronto.....	.60	.60	.47 — .69
Other Ontario centres.....	.55	.59	.52 — .65
Western Provinces.....	.73	.74	.56 — .86
<i>Mixers</i>			
Canada.....	.53	.57	.....
Maritime Provinces.....	.54	.54	.45 — .72
Quebec.....	.41	.47	.31 — .62
Montreal.....	.62	.64	.57 — .77
Ontario.....	.65	.68	.60 — .77
Toronto.....	.53	.60	.57 — .70
Other Ontario centres.....	.53	.59	.52 — .77
Western Provinces.....	.60	.59	.....
<i>Oven Tenders</i>			
Canada.....	.47	.52	.....
Quebec.....	.38	.40	.27 — .48
Montreal.....	.38	.40	.27 — .47
Other Quebec centres.....	.37	.39	.30 — .48
Ontario.....	.53	.58	.47 — .70
Toronto.....	.55	.62	.53 — .70
Other Ontario centres.....	.50	.55	.47 — .66
Western Provinces.....	.68	.72	.63 — .86
<i>Packers, Female</i>			
Canada.....	.33	.33	.....
Maritime Provinces.....	.27	.26	.24 — .29
Quebec.....	.28	.28	.17 — .34
Montreal.....	.28	.28	.23 — .32
Other Quebec centres.....	.26	.26	.17 — .34
Ontario.....	.37	.38	.26 — .44
Toronto.....	.38	.39	.33 — .43
Other Ontario centres.....	.36	.37	.26 — .44
Western Provinces.....	.33	.33	.27 — .41
<i>Shippers</i>			
Canada.....	.51	.55	.....
Maritime Provinces.....	.49	.49	.43 — .51
Quebec.....	.42	.44	.32 — .65
Montreal.....	.42	.44	.32 — .65
Other Quebec centres.....	.43	.45	.37 — .61
Ontario.....	.51	.56	.47 — .60
Western Provinces.....	.62	.63	.60 — .71

*Rates for 1943 in Report No. 26 are shown on a weekly basis and are omitted therefore from this section of the table.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
CONFECTIONERY†	\$	\$
<i>Candy Makers, Male</i>		
Canada.....	.58	.....
Maritime Provinces.....	.50	.40 — .58
Quebec.....	.55	.38 — .67
Ontario.....	.60	.51 — .74
Toronto.....	.59	.51 — .72
Other Ontario centres.....	.62	.55 — .74
Western Provinces*.....	.66	.59 — .93
<i>Chocolate Dippers, Female</i>		
Canada.....	.39	.....
Maritime Provinces.....	.36	.30 — .38
Quebec.....	.40	.30 — .52
Montreal.....	.42	.38 — .52
Other Quebec centres.....	.30	.....
Ontario.....	.42	.31 — .55
Toronto.....	.44	.38 — .55
Other Ontario centres.....	.35	.31 — .42
Western Provinces*.....	.37	.30 — .42
<i>Helpers, Female</i>		
Canada.....	.30	.....
Maritime Provinces.....	.26	.23 — .30
Quebec.....	.29	.26 — .33
Montreal.....	.29	.26 — .33
Other Quebec centres.....	.26	.....
Ontario.....	.33	.26 — .46
Toronto.....	.33	.30 — .38
Other Ontario centres.....	.34	.26 — .46
Western Provinces*.....	.28	.22 — .37
<i>Labourers and Helpers, Male</i>		
Canada.....	.49	.....
Maritime Provinces.....	.45	.37 — .50
Quebec.....	.41	.24 — .54
Montreal.....	.42	.24 — .54
Other Quebec centres.....	.33	.32 — .37
Ontario.....	.52	.30 — .57
Toronto.....	.52	.40 — .57
Other Ontario centres.....	.51	.30 — .57
Western Provinces*.....	.42	.36 — .60
<i>Packers, Female</i>		
Canada.....	.35	.....
Maritime Provinces.....	.34	.31 — .42
Quebec.....	.31	.20 — .36
Montreal.....	.32	.26 — .36
Other Quebec centres.....	.23	.20 — .25
Ontario.....	.38	.29 — .50
Toronto.....	.38	.33 — .50
Other Ontario centres.....	.38	.29 — .47
Western Provinces*.....	.29	.25 — .36
<i>Shippers, Male</i>		
Canada.....	.57	.....
Maritime Provinces.....	.50	.44 — .54
Quebec.....	.58	.50 — .67
Ontario.....	.57	.45 — .67
Toronto.....	.60	.50 — .67
Other Ontario centres.....	.52	.45 — .55
Western Provinces*.....	.49	.42 — .55

*Includes Prairie Provinces and British Columbia.

†Rates for 1943 in Report No. 26 were shown on a weekly basis and are omitted therefore from this section of the table.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour
	\$
FRUITS AND VEGETABLES, CANNED	
<i>Cooks and Processors, Male</i>	
Canada.....	.50
Quebec.....	.47
Ontario.....	.49
British Columbia.....	.67
<i>Cooks and Processors, Female</i>	
Canada.....	.45
Ontario.....	.40
British Columbia.....	.53
<i>Engineers</i>	
Canada.....	.67
Ontario.....	.65
British Columbia.....	.74
<i>Firemen</i>	
Canada.....	.57
Maritime Provinces.....	.52
Quebec.....	.56
Ontario.....	.57
British Columbia.....	.63
<i>Inspectors and Checkers, Female</i>	
Canada.....	.31
Quebec.....	.28
Ontario.....	.30
British Columbia.....	.49
<i>Labellers, Female</i>	
Canada.....	.34
Quebec.....	.28
Ontario.....	.34
British Columbia.....	.44
<i>Labourers, Male</i>	
Canada.....	.45
Maritime Provinces.....	.40
Quebec.....	.42
Ontario.....	.49
British Columbia.....	.58
<i>Machine Operators, Male</i>	
Canada.....	.48
Maritime Provinces.....	.47
Quebec.....	.44
Ontario.....	.46
Prairie Provinces.....	.56
British Columbia.....	.61
<i>Machine Operators, Female</i>	
Canada.....	.42
Maritime Provinces.....	.29
Quebec.....	.35
Ontario.....	.42
Prairie Provinces.....	.37
British Columbia.....	.45

Table V—(8) EDIBLE PLANT PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour
FRUITS AND VEGETABLES, CANNED—Concluded	\$
<i>Maintenance Mechanics</i>	
Canada.....	.60
Maritime Provinces.....	.50
Quebec.....	.52
Ontario.....	.62
Prairie Provinces.....	.65
British Columbia.....	.70
<i>Operators, Female</i>	
Canada.....	.40
Maritime Provinces.....	.30
Quebec.....	.31
Ontario.....	.40
Prairie Provinces.....	.33
British Columbia.....	.43
<i>Shippers, Receivers and Packers, Male</i>	
Canada.....	.50
Maritime Provinces.....	.44
Quebec.....	.51
Ontario.....	.49
British Columbia.....	.62
<i>Shippers, Receivers and Packers, Female</i>	
Canada.....	.44
Maritime Provinces.....	.34
Quebec.....	.29
Ontario.....	.38
Prairie Provinces.....	.33
British Columbia.....	.53
<i>Truck Drivers</i>	
Canada.....	.58
Maritime Provinces.....	.41
Quebec.....	.50
Ontario.....	.55
British Columbia.....	.66
<i>Warehouse Workers, Male</i>	
Canada.....	.47
Maritime Provinces.....	.42
Quebec.....	.38
Ontario.....	.44
Prairie Provinces.....	.52
British Columbia.....	.58
<i>Warehouse Workers, Female</i>	
Canada.....	.34
Ontario.....	.30
Prairie Provinces.....	.36
British Columbia.....	.47

Table V—(9) FUR PRODUCTS

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Blockers</i>			
Canada.....	.68	.72	.....
Quebec (Montreal only).....	.68	.71	.55 — .89
Ontario.....	.83	.90	.83 — 1.01
Toronto.....	.83	.90	.83 — 1.01
Western Provinces.....	.40	.48	.36 — .65
<i>Cutters, Male</i>			
Canada.....	1.02	1.02	.....
Quebec (Montreal only).....	1.04	1.09	.83 — 1.22
Ontario.....	1.14	1.14	.73 — 1.38
Toronto.....	1.16	1.18	.94 — 1.38
Other Ontario centres.....	.88	.93	.73 — 1.30
Western Provinces.....	.76	.88	.70 — 1.03
<i>Finishers, Female</i>			
Canada.....	.53	.55	.....
Quebec.....	.54	.56	.30 — .73
Montreal.....	.55	.61	.46 — .73
Other Quebec centres.....	.37	.37	.30 — .43
Ontario.....	.58	.65	.35 — .89
Toronto.....	.67	.75	.63 — .89
Other Ontario centres.....	.43	.44	.35 — .54
Western Provinces.....	.46	.50	.35 — .73
<i>Machine Operators, Male</i>			
Canada.....	.93	1.00	.....
Quebec (Montreal only).....	1.03	1.07	.89 — 1.26
Ontario.....	.97	1.01	.76 — 1.10
Western Provinces.....	.66	.74	.62 — .85
<i>Machine Operators, Female</i>			
Canada.....	.57	.60	.....
Quebec (Montreal only).....	.65	.65	.51 — .84
Ontario.....	.60	.60	.35 — .83
Toronto.....	.64	.64	.43 — .83
Other Ontario centres.....	.42	.45	.35 — .55
Western Provinces.....	.44	.52	.33 — .77

Table V—(10) LEATHER AND ITS PRODUCTS

Occupation and Locality	1943	1944
	Average Wage Rate per Hour	Average Wage Rate per Hour
	\$	\$
LEATHER TANNING		
Canada—		
Beam house men.....	.62	.64
Blackers and colourers.....	.54	.61
Buffers.....	.64	.65
Finishers.....	.54	.58
Fleshers.....	.62	.65
Liquormen.....	.59	.62
Limers and soakers.....	.51	.52
Seasoners and stuffers.....	.58	.62
Setters.....	.61	.62
Shavers.....	.66	.67
Splitters.....	.59	.64
Sorters and shippers.....	.56	.60
Stakers and softeners.....	.65	.68
Tackers.....	.65	.66
Labourers.....	.49	.53

Table V—(10) LEATHER AND ITS PRODUCTS—Concluded

Occupation and Locality	1943 Average Wage Rate per Week	1944 Average Wage Rate per Week
BOOTS AND SHOES*		
<i>Cutters, Male</i>		
Canada.....	.73	.71
Quebec.....	.76	.73
Montreal.....	.77	.73
Other Quebec centres.....	.74	.72
Ontario.....	.67	.66
Toronto.....	.79	.66
Other Ontario centres.....	.64	.66
Western Provinces†.....	.76	.70
<i>Finishers, Male</i>		
Canada.....	.59	.67
Quebec.....	.52	.62
Montreal.....	.62	.74
Other Quebec centres.....	.42	.48
Ontario.....	.69	.73
Toronto.....	.77	.79
Other Ontario centres.....	.60	.65
Western Provinces†.....	.....	.77
<i>Lasters, Male</i>		
Canada.....	.70	.69
Maritime Provinces.....	.67	.59
Quebec.....	.66	.69
Ontario.....	.70	.70
Western Provinces†.....	.67	.65
<i>Machine Operators, Male</i>		
Canada.....	.58	.62
Maritime Provinces.....	.44	.49
Quebec.....	.50	.60
Ontario.....	.63	.69
Toronto.....	.80	.80
Other Ontario centres.....	.60	.64
Western Provinces†.....	.61	.63
<i>Stitchers, Uppers, Female</i>		
Canada.....	.38	.40
Maritime Provinces.....	.35	.35
Quebec.....	.35	.38
Montreal.....	.45	.46
Other Quebec centres.....	.28	.30
Ontario.....	.41	.44
Toronto.....	.45	.45
Other Ontario centres.....	.40	.44
Western Provinces†.....	.48	.47
<i>Treers, Male</i>		
Canada.....	.59	.64
Quebec.....	.56	.61
Montreal.....	.55	.57
Other Quebec centres.....	.56	.65
Ontario.....	.70	.71
Toronto.....	.67	.74
Other Ontario centres.....	.68	.70
<i>Sole Leather Workers, Male</i>		
Canada.....	.53	.57
Maritime Provinces.....	.47	.51
Quebec.....	.49	.54
Ontario.....	.57	.62
Toronto.....	.56	.59
Other Ontario centres.....	.55	.62
Western Provinces†.....	.55	.73

*Averages include both time rates and piece-work earnings. Ranges of rates not shown because of wide variation in earnings of piece workers.

†Includes Prairie Provinces and British Columbia.

Table V—(11) EDIBLE ANIMAL PRODUCTS

NOTE.—Rates from Maritime Provinces included in Canada average but not shown separately to avoid disclosing confidential information.

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
MEAT PRODUCTS			
<i>Boners</i>			
Canada.....	.67	.69	.....
Quebec.....	.60	.60	.54 — .72
Ontario.....	.71	.72	.52 — .86
Manitoba.....	.70	.72	.70 — .80
Saskatchewan.....	.70	.73	.66 — .76
Alberta.....	.70	.70	.65 — .79
British Columbia.....	.70	.72	.65 — .82
<i>Casing Makers</i>			
Canada.....	.64	.66	.....
Quebec.....	.59	.60	.53 — .66
Ontario.....	.67	.67	.52 — .75
Manitoba.....	.67	.68	.60 — .73
Saskatchewan.....	.60	.64	.61 — .69
Alberta.....	.64	.66	.60 — .70
British Columbia.....	.69	.69	.65 — .75
<i>Coolers and Freezers</i>			
Canada.....	.64	.64	.....
Quebec.....	.59	.59	.54 — .64
Ontario.....	.67	.68	.63 — .75
Manitoba.....	.65	.65	.55 — .73
Saskatchewan.....	.60	.64	.60 — .65
Alberta.....	.65	.67	.62 — .78
British Columbia.....	.67	.67	.61 — .70
<i>Curers and Cellarmen</i>			
Canada.....	.64	.64	.....
Quebec.....	.57	.57	.42 — .66
Ontario.....	.66	.68	.57 — .79
Manitoba.....	.64	.65	.56 — .71
Saskatchewan.....	.62	.65	.60 — .68
Alberta.....	.66	.68	.65 — .70
British Columbia.....	.71	.71	.66 — .75
<i>General Butchers*</i>			
Canada.....	.70	.70	.....
Quebec.....	.62	.63	.48 — .75
Ontario.....	.73	.73	.54 — .90
Manitoba.....	.71	.71	.60 — .81
Saskatchewan.....	.66	.67	.60 — .74
Alberta.....	.71	.72	.64 — .80
British Columbia.....	.77	.77	.68 — .85
<i>Lard Makers</i>			
Canada.....	.64	.65	.....
Quebec.....	.57	.60	.45 — .67
Ontario.....	.69	.70	.57 — .80
Manitoba.....	.71	.71	.67 — .76
Saskatchewan.....	.62	.64	.61 — .66
Alberta.....	.67	.67	.62 — .70
British Columbia.....	.66	.67	.60 — .75

*Includes slaughterers.

Table V—(11) EDIBLE ANIMAL PRODUCTS—Concluded

NOTE.—Rates for Maritime Provinces included in Canada averages but not shown separately to avoid disclosing confidential information.

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
MEAT PRODUCTS—Concluded			
<i>Motor Truck Drivers</i>			
Canada.....	.62	.64	.....
Quebec.....	.56	.56	.42 — .66
Ontario.....	.65	.66	.50 — .75
Manitoba.....	.66	.69	.65 — .72
Alberta.....	.66	.68	.65 — .73
British Columbia.....	.70	.73	.68 — .77
<i>Packers</i>			
Canada.....	.57	.60	.....
Quebec.....	.54	.56	.54 — .62
Ontario.....	.55	.59	.50 — .70
Manitoba.....	.64	.63	.60 — .68
Saskatchewan.....	.63	.64	.60 — .74
Alberta.....	.61	.62	.49 — .70
British Columbia.....	.65	.67	.60 — .74
<i>Sausage Makers, Female</i>			
Canada.....	.47	.49	.....
Quebec.....	.42	.42	.38 — .49
Ontario.....	.48	.48	.40 — .53
Manitoba.....	.46	.52	.40 — .65
Saskatchewan.....	.52	.51	.49 — .53
Alberta.....	.51	.51	.49 — .56
British Columbia.....	.49	.49	.46 — .51
<i>Sausage Makers, Male</i>			
Canada.....	.64	.66	.....
Quebec.....	.58	.59	.47 — .67
Ontario.....	.66	.68	.50 — .77
Manitoba.....	.65	.66	.62 — .70
Saskatchewan.....	.62	.64	.60 — .72
Alberta.....	.64	.68	.65 — .70
British Columbia.....	.72	.73	.67 — .79
<i>Shippers</i>			
Canada.....	.64	.64	.....
Quebec.....	.57	.58	.54 — .65
Ontario.....	.65	.64	.45 — .80
Manitoba.....	.62	.65	.55 — .70
Saskatchewan.....	.64	.67	.61 — .72
Alberta.....	.63	.64	.60 — .70
British Columbia.....	.72	.71	.65 — .78
<i>Trimmers</i>			
Canada.....	.65	.67	.....
Quebec.....	.58	.58	.56 — .64
Ontario.....	.66	.66	.51 — .81
Manitoba.....	.65	.68	.62 — .65
Saskatchewan.....	.66	.68	.61 — .74
Alberta.....	.67	.70	.62 — .70

Table V—(12) IRON AND ITS PRODUCTS

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
CRUDE, ROLLED AND FORGED PRODUCTS			
<i>Blacksmiths</i>			
Canada.....	.78	.80	.....
Maritime Provinces.....	.74	.76	.61 — .86
Quebec.....	.69	.74	.52 — .83
Ontario.....	.79	.82	.72 — .93
Western Provinces*.....	.94	.92	.69 — 1.00
<i>Blacksmith's Helpers</i>			
Canada.....	.59	.66	.....
Maritime Provinces.....	.51	.62	.60 — .76
Quebec.....	.52	.61	.53 — .57
Ontario.....	.61	.67	.58 — .70
<i>Bricklayers</i>			
Canada.....	.86	1.00	.....
Maritime Provinces.....	.95	1.01	.....
Quebec.....	.....	.95	.....
Ontario.....	.85	1.00	.87 — 1.10
<i>Carpenters</i>			
Canada.....	.71	.77	.....
Maritime Provinces.....	.65	.71	.....
Quebec.....	.75	.76	.71 — .78
Ontario.....	.75	.80	.73 — .88
Western Provinces*.....	.70	.72	.....
<i>Electricians</i>			
Canada.....	.80	.83	.....
Maritime Provinces.....	.70	.77	.66 — .86
Quebec.....	.79	.82	.69 — .98
Ontario.....	.81	.85	.75 — .98
Western Provinces*.....	.79	.79	.....
<i>Labourers</i>			
Canada.....	.57	.60	.....
Maritime Provinces.....	.57	.60	.54 — .67
Quebec.....	.47	.54	.49 — .63
Ontario.....	.59	.63	.59 — .70
Western Provinces*.....	.56	.54	.....
<i>Machine Operators</i>			
Canada.....	.74	.78	.....
Maritime Provinces.....	.64	.70	.63 — .84
Quebec.....	.59	.61	.46 — .69
Ontario.....	.77	.81	.55 — 1.00
Western Provinces*.....	.61	.69	.54 — .91
<i>Machinists</i>			
Canada.....	.80	.84	.....
Maritime Provinces.....	.76	.83	.76 — .86
Quebec.....	.72	.81	.52 — .88
Ontario.....	.82	.85	.72 — .94
Western Provinces*.....	.....	.95	.....
<i>Millwrights</i>			
Canada.....	.79	.83	.....
Maritime Provinces.....	.76	.80	.73 — .86
Quebec.....	.66	.72	.68 — .77
Ontario.....	.79	.83	.72 — .98
Western Provinces*.....	.....	.83	.....

*Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
CRUDE, ROLLED AND FORGED PRODUCTS—Concluded	\$	\$	\$
<i>Oilers</i>			
Canada.....	.67	.72	.....
Maritime Provinces.....	.63	.70	.63 — .88
Quebec.....	.66	.72	.65 — .78
Ontario.....	.68	.72	.65 — .84
Western Provinces*.....	.61	.60	.....
<i>Patternmakers</i>			
Canada.....	.81	.88	.....
Maritime Provinces.....	.78	.85	.82 — .87
Quebec.....	.57	.84	.....
Ontario.....	.85	.88	.79 — .94
Western Provinces*.....		.95	.....
<i>Pipefitters</i>			
Canada.....	.75	.79	.....
Maritime Provinces.....	.68	.76	.73 — .81
Quebec.....		.86	.....
Ontario.....	.77	.79	.67 — .93
<i>Welders</i>			
Canada.....	.75	.83	.....
Maritime Provinces.....	.78	.83	.81 — .86
Quebec.....	.72	.79	.64 — .98
Ontario.....	.75	.82	.71 — .93
Western Provinces*.....	.90	.90	.....
FOUNDRY AND MACHINE SHOP PRODUCTS			
<i>Blacksmiths</i>			
Canada.....	.71	.73	.....
Maritime Provinces.....	.70	.81	.71 — .90
Quebec.....	.66	.68	.59 — .85
Montreal.....	.74	.78	.70 — .85
Other Quebec centres.....	.63	.65	.59 — .70
Ontario (No Toronto data).....	.72	.73	.65 — .85
Prairie Provinces.....	.75	.79	.72 — .85
<i>Chippers and Grinders</i>			
Canada.....	.64	.65	.....
Maritime Provinces.....	.55	.57	.53 — .65
Quebec (No Montreal data).....	.57	.59	.47 — .71
Ontario.....	.63	.67	.55 — .78
Toronto.....	.66	.68	.65 — .70
Other Ontario centres.....	.63	.67	.55 — .78
Prairie Provinces.....	.51	.54	.47 — .67
British Columbia.....	.85	.86	.85 — .91
<i>Coremakers</i>			
Canada.....	.75	.78	.....
Maritime Provinces.....	.76	.80	.79 — .90
Quebec.....	.70	.72	.55 — .98
Montreal.....	.85	.91	.80 — .98
Other Quebec centres.....	.66	.68	.55 — .94
Ontario.....	.73	.75	.60 — .90
Toronto.....	.77	.78	.70 — .89
Other Ontario centres.....	.72	.75	.60 — .90
Prairie Provinces.....	.77	.77	.60 — .87
British Columbia.....	1.01	1.01	1.00 — 1.06

*Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
FOUNDRY AND MACHINE SHOP PRODUCTS—Continued			
<i>Labourers</i>			
Canada.....	.59	.58	.....
Maritime Provinces.....	.51	.56	.47 — .62
Quebec.....	.52	.54	.40 — .71
Montreal.....	.57	.60	.45 — .71
Other Quebec centres.....	.49	.52	.40 — .60
Ontario.....	.63	.61	.41 — .76
Toronto.....	.62	.63	.60 — .70
Other Ontario centres.....	.63	.61	.41 — .76
Prairie Provinces.....	.56	.54	.46 — .70
British Columbia.....	.66	.70	.58 — .80
<i>Machinists</i>			
Canada.....	.76	.81	.....
Maritime Provinces.....	.75	.75	.56 — .90
Quebec.....	.74	.77	.60 — .92
Montreal.....	.73	.77	.60 — .92
Other Quebec centres.....	.77	.77	.65 — .92
Ontario.....	.75	.79	.65 — .97
Toronto.....	.80	.80	.70 — .90
Other Ontario centres.....	.72	.79	.65 — .97
Prairie Provinces.....	.76	.79	.70 — .90
British Columbia.....	.94	1.00	.96 — 1.05
<i>Machinist's Helpers</i>			
Canada.....	.56	.60	.....
Maritime Provinces.....	.55	.59	.....
Quebec.....	.54	.57	.54 — .72
Montreal.....	.55	.63	.57 — .72
Other Quebec centres.....	.52	.56	.54 — .60
Ontario.....	.52	.56	.40 — .70
Toronto.....	.58	.59	.48 — .70
Other Ontario centres.....	.52	.56	.40 — .70
Prairie Provinces.....	.57	.59	.55 — .62
British Columbia.....	.75	.78	.70 — .85
<i>Moulders</i>			
Canada.....	.76	.80	.....
Maritime Provinces.....	.82	.88	.58 — .99
Quebec.....	.70	.72	.52 — .97
Montreal.....	.81	.86	.67 — .97
Other Quebec centres.....	.67	.69	.52 — .95
Ontario.....	.78	.80	.67 — .96
Toronto.....	.83	.85	.76 — .92
Other Ontario centres.....	.78	.80	.67 — .96
Prairie Provinces.....	.78	.78	.67 — .88
British Columbia.....	.94	1.00	.99 — 1.07
<i>Moulder's Helpers</i>			
Canada.....	.55	.59	.....
Maritime Provinces.....	.52	.59	.55 — .61
Quebec.....	.53	.57	.47 — .70
Montreal.....	.56	.56	.47 — .70
Other Quebec centres.....	.52	.57	.53 — .63
Ontario (No Toronto data).....	.61	.63	.53 — .78
Prairie Provinces.....	.60	.60	.54 — .65
British Columbia.....	.....	.85	.81 — .86

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
FOUNDRY AND MACHINE SHOP PRODUCTS—Concluded			
<i>Patternmakers</i>			
Canada.....	.83	.84	.....
Maritime Provinces.....	.77	.87	.62 — 1.00
Quebec.....	.78	.78	.60 — 1.05
Montreal.....	.80	.80	.70 — 1.05
Other Quebec centres.....	.77	.77	.60 — .93
Ontario (No Toronto data).....	.86	.87	.66 — 1.15
Prairie Provinces.....	.82	.83	.77 — .87
British Columbia.....	1.03	1.04	1.00 — 1.10
MACHINERY (OTHER THAN ELECTRICAL)			
<i>Assemblers</i>			
Canada.....	.71	.69	.....
Quebec (No Montreal data).....	.64	.66	.53 — .82
Ontario.....	.72	.70	.53 — .88
Toronto.....	.76	.73	.62 — .87
Other Ontario centres.....	.71	.69	.53 — .88
Western Provinces*.....	.60	.65	.....
<i>Blacksmiths</i>			
Canada.....	.75	.81	.....
Quebec.....	.81	.80	.61 — .99
Montreal.....	.95	.94	.89 — .99
Other Quebec centres.....	.67	.67	.61 — .72
Ontario.....	.72	.76	.58 — .90
Toronto.....	.84	.90	.....
Other Ontario centres.....	.70	.74	.58 — .80
Western Provinces*.....	.86	.83	.75 — 1.01
<i>Welders</i>			
Canada.....	.81	.82	.....
Quebec.....	.83	.82	.67 — .94
Montreal.....	.89	.89	.84 — .94
Other Quebec centres.....	.75	.73	.67 — .77
Ontario.....	.83	.82	.69 — 1.03
Toronto.....	.85	.91	.88 — .95
Other Ontario centres.....	.83	.81	.69 — 1.03
Western Provinces*.....	.77	.82	.70 — .94
<i>Labourers</i>			
Canada.....	.52	.54	.....
Quebec.....	.48	.49	.40 — .64
Ontario.....	.55	.56	.47 — .65
Toronto.....	.54	.59	.51 — .65
Other Ontario centres.....	.56	.55	.47 — .60
Western Provinces*.....	.54	.55	.50 — .72
<i>Machine Operators</i>			
Canada.....	.70	.72	.....
Maritime Provinces.....	.74	.72	.....
Quebec.....	.66	.69	.52 — .94
Ontario.....	.72	.72	.55 — .88
Toronto.....	.71	.72	.64 — .85
Other Ontario centres.....	.73	.72	.55 — .88
Western Provinces*.....	.74	.81	.58 — .92

*Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>MACHINERY (OTHER THAN ELECTRICAL)—Concluded</i>			
<i>Machinists</i>			
Canada.....	.82	.87	.....
Maritime Provinces.....	.82	.84	.....
Quebec.....	.69	.76	.65 — .94
Montreal.....	.82	.82	.74 — .94
Other Quebec centres.....	.63	.72	.65 — .77
Ontario.....	.78	.81	.66 — .98
Toronto.....	.76	.83	.70 — .95
Other Ontario centres.....	.81	.80	.66 — .98
Western Provinces*.....	.95	.96	.77 — 1.01
<i>Moulders</i>			
Canada.....	.76	.76	.....
Quebec (No Montreal data).....	.61	.65	.52 — .80
Ontario (No Toronto data).....	.77	.78	.63 — .90
Western Provinces (B.C. only).....	1.00	.97	.....
<i>Patternmakers</i>			
Canada.....	.91	.95	.....
Quebec.....	.85	.91	.99 — 1.19
Montreal.....	1.07	1.06	.99 — 1.19
Other Quebec centres.....	.75	.81	.70 — .92
Ontario (No Toronto data).....	.91	.93	.79 — 1.03
Western Provinces*.....	1.06	1.08	.....
<i>Toolmakers</i>			
Canada.....	.92	.96	.....
Quebec.....	.93	.89	.77 — 1.17
Montreal.....	1.14	1.14	1.10 — 1.17
Other Quebec centres.....	.88	.85	.77 — .92
Ontario.....	.92	.96	.77 — 1.13
Toronto.....	1.01	1.07	.90 — 1.12
Other Ontario centres.....	.88	.92	.77 — 1.13
<i>ENGINES, BOILERS, TANKS, ETC.</i>			
Canada—			
Assemblers.....	.80	.78	.54 — 1.00
Blacksmiths.....	.84	.83	.68 — 1.03
Boilermakers.....	.89	.91	.76 — 1.01
Electric Welders.....	.85	.89	.73 — 1.07
Labourers.....	.55	.59	.53 — .70
Machine Operators.....	.71	.74	.63 — .96
Machinists.....	.82	.91	.74 — 1.05
Moulders.....	.81	.89	.73 — 1.01
Patternmakers.....	.96	1.01	.72 — 1.11
Sheet Metal Workers.....	.78	.76	.75 — .80
Toolmakers.....	.90	.97	.85 — 1.09

AIRCRAFT

NOTE.—In this industry, the classification Production Workers "A" and "B" consists of assembly line workers, etc., in various trades (excluding journeymen).

<i>Machinists, Journeymen</i>			
Canada.....	.89	.94	.....
Maritime Provinces.....	.84	.92	.90 — 1.10
Quebec.....	.90	.93	.67 — 1.08
Ontario.....	.90	.98	.90 — 1.09
Western Provinces*.....	.92	.98	.80 — 1.00

*Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>AIRCRAFT—Concluded</i>			
<i>Production Workers "A", Male</i>			
Canada.....	.79	.82	.....
Maritime Provinces.....	.79	.80	.75 — .95
Quebec.....	.79	.81	.75 — .90
Ontario.....	.78	.83	.75 — .95
Western Provinces*.....	.81	.80	.70 — .90
<i>Production Workers "A", Female</i>			
Canada.....	.74	.79	.....
Maritime Provinces.....	.62	.76	.75 — .80
Quebec.....	.74	.76	.75 — .85
Ontario.....	.76	.78	.65 — .85
Western Provinces*.....	.74	.80	.70 — .85
<i>Production Workers "B", Male</i>			
Canada.....	.66	.68	.....
Maritime Provinces.....	.65	.67	.75 — .80
Quebec.....	.65	.67	.62 — .70
Ontario.....	.66	.70	.60 — .85
Western Provinces*.....	.70	.69	.60 — .85
<i>Production Workers "B", Female</i>			
Canada.....	.64	.67	.....
Maritime Provinces.....	.52	.65	.62 — .71
Quebec.....	.65	.66	.47 — .72
Ontario.....	.67	.68	.52 — .73
Western Provinces*.....	.64	.69	.60 — .85
<i>Tool Makers, Journeymen</i>			
Canada.....	.98	1.04	.....
Quebec.....	.99	1.03	.87 — 1.10
Ontario.....	.97	1.03	.90 — 1.20
Western Provinces*.....	1.00	1.07	.90 — 1.15
<i>Other Journeymen</i>			
Canada.....	.91	.95	.....
Maritime Provinces.....	.92	.92	.85 — 1.05
Quebec.....	.89	.93	.85 — 1.10
Ontario.....	.89	.94	.75 — 1.10
Western Provinces*.....	.94	.98	.85 — 1.05
<i>Labourers</i>			
Canada.....	.60	.61	.....
Maritime Provinces.....	.45	.55	.....
Quebec.....	.57	.58	.53 — .65
Ontario.....	.61	.63	.55 — .65
Western Provinces (Manitoba only).....	.62	.63	.60 — .65
<i>SHIPBUILDING (STEEL SHIPS)</i>			
<i>Blacksmiths</i>			
Canada.....	.95	.95	.....
Maritime Provinces.....	.92	.94	.90 — .95
Quebec.....	.91	.92	.90 — .95
Ontario.....	.92	.93	.89 — .95
British Columbia.....	1.00	1.00	.....

*Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>SHIPBUILDING (STEEL SHIPS)—Continued</i>			
<i>Boilermakers</i>			
Canada.....	.95	.96	.....
Maritime Provinces.....	.93	.94	.90 — .95
Quebec.....	.89	.93	.90 — .95
Ontario.....	.92	.93	.89 — .95
British Columbia.....	1.00	1.00	.....
<i>Chippers and Caulkers</i>			
Canada.....	.97	.98	.....
Maritime Provinces.....	.94	.94	.90 — .95
Quebec.....	.90	.91	.90 — .95
Ontario.....	.93	.94	.89 — .95
British Columbia.....	1.00	1.00	.....
<i>Electricians</i>			
Canada.....	1.01	1.02	.....
Maritime Provinces.....	.93	.93	.90 — .95
Quebec.....	.93	.93	.90 — .95
Ontario.....	.94	.98	.90 — 1.00
British Columbia.....	1.10	1.10	.....
<i>Heaters</i>			
Canada.....	.79	.79	.....
Maritime Provinces.....	.78	.77	.75 — .80
Quebec.....	.76	.76	.75 — .77
Ontario.....	.75	.78	.74 — .80
British Columbia.....	.80	.80	.....
<i>Holders-On</i>			
Canada.....	.84	.84	.....
Maritime Provinces.....	.83	.83	.80 — .85
Quebec.....	.80	.81	.80 — .83
Ontario.....	.82	.82	.79 — .85
British Columbia.....	.86	.86	.....
<i>Labourers</i>			
Canada.....	.58	.59	.....
Maritime Provinces.....	.60	.60	.....
Quebec.....	.57	.57	.55 — .60
Ontario.....	.57	.58	.54 — .60
British Columbia.....	.60	.60	.....
<i>Machinists</i>			
Canada.....	.96	.96	.....
Maritime Provinces.....	.93	.93	.90 — .95
Quebec.....	.90	.91	.90 — .95
Ontario.....	.93	.93	.89 — .95
British Columbia.....	1.00	1.00	.....
<i>Patternmakers</i>			
Canada.....	.99	.99	.....
Maritime Provinces.....	.93	.94	.90 — .95
Quebec.....	.90	.94	.90 — 1.00
Ontario.....	.97	.95	.89 — 1.00
British Columbia.....	1.09	1.08	.....
<i>Plumbers, Steamfitters and Pipefitters</i>			
Canada.....	.99	.99	.....
Maritime Provinces.....	.93	.93	.90 — .95
Quebec.....	.91	.94	.90 — 1.03
Ontario.....	1.06	1.03	.89 — 1.13
British Columbia.....	1.00	1.00	.....

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
SHIPBUILDING (STEEL SHIPS)—Concluded			
<i>Riggers</i>			
Canada.....	.88	.89	.....
Maritime Provinces.....	.92	.94	.90 — .95
Quebec.....	.81	.85	.80 — .90
Ontario.....	.84	.84	.79 — .85
British Columbia.....	.93	.94	.85 — 1.00
<i>Riveters</i>			
Canada.....	.96	.96	.....
Maritime Provinces.....	.93	.93	.90 — .95
Quebec.....	.90	.91	.90 — .95
Ontario.....	.92	.92	.89 — .95
British Columbia.....	1.00	1.00	.....
<i>Shipfitters or Platers</i>			
Canada.....	.98	.98	.....
Maritime Provinces.....	.93	.93	.90 — .95
Quebec.....	.91	.92	.90 — .95
Ontario.....	.95	.94	.93 — .95
British Columbia.....	1.00	1.00	.....
<i>Shipwrights, Carpenters and Joiners</i>			
Canada.....	.96	.96	.....
Maritime Provinces.....	.93	.93	.90 — .95
Quebec.....	.91	.92	.90 — .95
Ontario.....	.93	.92	.85 — .95
British Columbia.....	1.00	1.00	.....
<i>Welders and Burners</i>			
Canada.....	.96	.97	.....
Maritime Provinces.....	.87	.90	.85 — .95
Quebec.....	.84	.89	.80 — .95
Ontario.....	.90	.91	.85 — .95
British Columbia.....	1.00	1.00	.....
AUTOMOBILES, TRUCKS, ETC.			
Canada (Ontario only)—			
Assemblers.....	.94	.99	.90 — 1.15
Electricians.....	.97	1.05	.96 — 1.16
Inspectors.....	.94	.96	.85 — 1.05
Machine Operators.....	.95	.96	.86 — 1.01
Machinists.....	.95	.99	.90 — 1.07
Millwrights.....	.98	1.02	.96 — 1.06
Painters and Enamellers.....	.98	1.00	.91 — 1.05
Platers.....	.93	.95	.77 — 1.09
Sheet Metal Workers.....	1.01	1.07	1.05 — 1.12
Toolmakers.....	1.19	1.24	1.07 — 1.41
Trimmers.....	.96	.97	.82 — 1.04
AUTOMOBILE AND TRUCK EQUIPMENT AND PARTS			
Canada (Ontario only)—			
Assemblers, Male.....	.79	.75	.63 — .88
Assemblers, Female.....	.50	.52	.42 — .70
Buffers and Polishers.....	.84	.83	.72 — .90
Grinders.....	.78	.75	.65 — .90
Inspectors, Male.....	.72	.77	.69 — .90
Inspectors, Female.....	.46	.57	.45 — .70

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
AUTOMOBILE AND TRUCK EQUIPMENT AND PARTS			
<i>—Concluded</i>			
<i>Canada (Ontario only)—Concluded</i>			
Labourers.....	.63	.64	.56 — .85
Machine Operators, Male.....	.76	.78	.60 — .95
Machine Operators, Female.....	.50	.59	.45 — .65
Machinists.....	.81	.84	.76 — 1.00
Millwrights.....	.80	.83	.65 — .95
Platers.....	.73	.79	.60 — .90
Toolmakers.....	1.00	1.01	.81 — 1.14
Welders.....	.80	.85	.74 — .97
FIREARMS			
<i>Assemblers, Male</i>			
Canada.....	.72	.76	.....
Ontario (No Toronto data).....	.71	.74	.53 — .90
Prairie Provinces.....	.89	.90	.....
<i>Assemblers, Female</i>			
Canada (Ontario only).....	.57	.57	.45 — .66
<i>Grinders</i>			
Canada.....	.77	.80	.....
Quebec.....	.59	.73	.61 — .94
Montreal.....	.....	.83	.69 — .94
Other Quebec centres.....	.59	.66	.61 — .70
Ontario.....	.79	.83	.65 — .94
Toronto.....	.82	.84	.70 — .96
Other Ontario centres.....	.72	.80	.65 — .94
Prairie Provinces.....	.....	.75	.56 — .95
<i>Inspectors, Male</i>			
Canada.....	.76	.81	.....
Quebec.....	.81	.84	.52 — 1.00
Ontario.....	.74	.80	.69 — .98
Toronto.....	.74	.81	.67 — 1.00
Other Ontario centres.....	.73	.80	.60 — .96
Western Provinces*.....	.87	.86	.62 — 1.05
<i>Inspectors, Female</i>			
Canada.....	.51	.55	.....
Quebec (Montreal only).....	.51	.53	.40 — .65
Ontario.....	.51	.55	.44 — .65
Toronto.....	.52	.57	.46 — .65
Other Ontario centres.....	.49	.49	.40 — .65
<i>Labourers</i>			
Canada.....	.54	.60	.....
Maritime Provinces.....	.47	.58	.48 — .60
Quebec.....	.48	.58	.47 — .64
Montreal.....	.49	.59	.54 — .64
Other Quebec centres.....	.45	.53	.47 — .59
Ontario.....	.58	.61	.56 — .70
Toronto.....	.58	.66	.57 — .76
Other Ontario centres.....	.58	.61	.56 — .70
Western Provinces*.....	.58	.66	.51 — .75

*Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
FIREARMS—Concluded			
<i>Lathe Operators, Male</i>			
Canada.....	.73	.82	.....
Quebec.....	.74	.82	.69 — .95
Ontario.....	.73	.82	.74 — .92
<i>Lathe Operators, Female</i>			
Canada (Ontario only).....	.54	.61	.47 — .74
<i>Machinists</i>			
Canada.....	.89	.95	.....
Quebec.....	.88	.90	.67 — 1.00
Ontario.....	.79	.90	.75 — 1.00
Toronto.....	.83	.92	.85 — 1.00
Other Ontario centres.....	.76	.86	.70 — 1.00
Western Provinces*.....	.93	1.00	.74 — 1.05
<i>Milling Machine Operators</i>			
Canada.....	.74	.77	.....
Quebec (Montreal only).....	.77	.75	.64 — .84
Ontario.....	.73	.77	.55 — .90
<i>Tool Makers</i>			
Canada.....	1.02	1.02	.....
Quebec.....	1.11	1.07	.79 — 1.33
Montreal.....	1.08	1.01	.78 — 1.09
Other Quebec centres.....	1.13	1.19	.79 — 1.38
Ontario.....	1.01	1.00	.80 — 1.10
Toronto.....	1.02	1.00	.85 — 1.10
Other Ontario centres.....	.98	1.00	.80 — 1.15
Western Provinces*.....	.98	1.07	1.05 — 1.10
<i>Welders</i>			
Canada.....	.79	.84	.....
Quebec.....	.79	.88	.79 — .95
Montreal.....	.91	.89	.79 — .95
Other Quebec centres.....	.71	.87	.72 — .90
Ontario.....	.74	.76	.65 — .92
Toronto.....	.80	.84	.79 — .90
Other Ontario centres.....	.74	.75	.65 — .92
Western Provinces*.....	.91	.98	.....
STOVES, FURNACES, ETC.			
<i>Coremakers</i>			
Canada.....	.74	.77	.....
Ontario.....	.75	.80	.52 — .93
Toronto.....	.84	.89	.64 — .80
Other Ontario centres.....	.70	.72	.52 — .93
<i>Craters and Shippers</i>			
Canada.....	.56	.62	.....
Maritime Provinces.....	.55	.62	.55 — .75
Ontario.....	.57	.63	.45 — .80
Toronto.....	.64	.71	.65 — .75
Other Ontario centres.....	.53	.58	.45 — .80

*Includes Prairie Provinces and British Columbia.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>STOVES, FURNACES, ETC.—Continued</i>			
<i>Enamellers</i>			
Canada.....	.61	.64	.....
Maritime Provinces.....	.74	.75	.63 — .85
Quebec.....	.53	.56	.41 — .80
Montreal.....	.60	.67	.50 — .80
Other Quebec centres.....	.42	.44	.41 — .48
Ontario.....	.62	.66	.50 — .77
Toronto.....	.72	.75	.67 — .77
Other Ontario centres.....	.58	.59	.50 — .67
<i>Labourers</i>			
Canada.....	.53	.53	.....
Maritime Provinces.....	.43	.52	.48 — .58
Quebec.....	.41	.47	.30 — .64
Montreal.....	.48	.56	.50 — .64
Other Quebec centres.....	.36	.36	.30 — .45
Ontario.....	.54	.54	.42 — .69
Toronto.....	.58	.63	.60 — .69
Other Ontario centres.....	.53	.53	.42 — .66
<i>Machinists</i>			
Canada.....	.69	.76	.....
Maritime Provinces.....	.58	.62	.58 — .70
Ontario.....	.72	.76	.64 — .89
Toronto.....	.83	.83	.79 — .89
Other Ontario centres.....	.68	.74	.64 — .84
<i>Moulders*</i>			
Canada.....	.81	.84	.....
Maritime Provinces.....	.87	.95	.75 — 1.15
Quebec.....	.64	.65	.50 — 1.00
Montreal.....	.82	.86	.70 — 1.00
Other Quebec centres.....	.49	.56	.50 — .75
Ontario.....	.83	.86	.65 — 1.05
Toronto.....	.84	.89	.65 — 1.05
Other Ontario centres.....	.82	.85	.66 — 1.05
British Columbia.....	.88	.90	.68 — 1.00
<i>Mounters or Assemblers</i>			
Canada.....	.64	.68	.....
Maritime Provinces.....	.62	.68	.55 — .83
Quebec.....	.54	.55	.45 — .73
Montreal.....	.70	.62	.45 — .73
Other Quebec centres.....	.43	.48	.45 — .50
Ontario.....	.67	.72	.55 — .84
Toronto.....	.69	.74	.64 — .77
Other Ontario centres.....	.66	.70	.55 — .84
<i>Patternmakers</i>			
Canada.....	.71	.76	.....
Maritime Provinces.....	.66	.71	.63 — .83
Quebec.....	.60	.66	.50 — .85
Montreal.....	.81	.84	.82 — .85
Other Quebec centres.....	.56	.59	.50 — .65
Ontario.....	.73	.81	.64 — .92
Toronto.....	.85	.86	.75 — .92
Other Ontario centres.....	.68	.77	.64 — .86

*Mostly piece-work with wide variations in hourly earnings.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
STOVES, FURNACES, ETC.—Concluded			
<i>Polishers</i>			
Canada.....	.61	.65	.....
Maritime Provinces.....	.64	.70	.60 — .80
Quebec.....	.53	.58	.43 — .83
Montreal.....	.75	.77	.59 — .83
Other Quebec centres.....	.43	.47	.43 — .49
Ontario.....	.63	.66	.52 — .82
Toronto.....	.80	.80	.70 — .75
Other Ontario centres.....	.61	.64	.52 — .82
<i>Sheet Metal Workers</i>			
Canada.....	.67	.68	.....
Maritime Provinces.....	.61	.64	.53 — 1.00
Quebec.....	.67	.65	.45 — .82
Montreal.....	.70	.67	.47 — .82
Other Quebec centres.....	.43	.48	.45 — .50
Ontario.....	.69	.71	.50 — .97
Toronto.....	.82	.86	.74 — .97
Other Ontario centres.....	.60	.61	.50 — .74
AGRICULTURAL IMPLEMENTS			
Canada*—			
Blacksmiths.....	.62	.63	.30 — .95
Inspectors.....	.77	.76	.59 — .95
Labourers.....	.57	.60	.34 — .75
Machine Operators.....	.76	.77	.35 — 1.03
Machinists.....	.75	.80	.50 — 1.01
Moulders.....	.79	.83	.30 — 1.09
Painters.....	.67	.70	.62 — 1.05
Patternmakers.....	.85	.86	.39 — 1.01
Sheet Metal Workers.....	.52	.55	.42 — .64
Shippers and Packers.....	.68	.72	.30 — .98
Welders.....	.89	.91	.67 — 1.32
Woodworkers.....	.52	.55	.46 — .64
SHEET METAL PRODUCTS			
<i>Labourers</i>			
Canada.....	.54	.55	.....
Quebec.....	.53	.56	.47 — .61
Ontario.....	.54	.56	.46 — .61
Toronto.....	.57	.58	.58 — .60
Other Ontario centres.....	.50	.55	.46 — .61
Prairie Provinces.....	.52	.51	.45 — .56
British Columbia.....	.52	.52	.....
<i>Machine Operators</i>			
Canada.....	.71	.72	.....
Quebec.....	.69	.71	.52 — .82
Ontario.....	.71	.72	.60 — .84
Prairie Provinces.....	.72	.72	.66 — .77
British Columbia.....	.84	.83	.71 — .96
<i>Machinists</i>			
Canada.....	.85	.87	.....
Quebec.....	.85	.87	.77 — .93
Ontario.....	.86	.87	.65 — .98
Toronto.....	.92	.94	.82 — .98
Other Ontario centres.....	.79	.81	.65 — .88

*Mostly Quebec and Ontario.

Table V—(12) IRON AND ITS PRODUCTS—Concluded

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
SHEET METAL PRODUCTS—Concluded			
<i>Sheet Metal Workers</i>			
Canada.....	.91	.94	.....
Quebec.....	.87	.89	.79 — .96
Ontario.....	.85	.84	.71 — 1.14
Prairie Provinces.....	.80	.86	.75 — 1.04
British Columbia.....	1.09	1.15	1.05 — 1.18
<i>Sheet Metal Worker's Helpers</i>			
Canada.....	.61	.65	.....
Quebec.....	.53	.57	.52 — .62
Ontario.....	.54	.57	.47 — .63
Prairie Provinces.....	.52	.56	.47 — .67
British Columbia.....	.70	.77	.64 — .86
<i>Shippers</i>			
Canada.....	.66	.70	.....
Quebec.....	.65	.70	.65 — .79
Ontario.....	.67	.71	.59 — .81
Toronto.....	.67	.73	.67 — .81
Other Ontario centres.....	.68	.70	.59 — .81
Prairie Provinces.....	.58	.63	.52 — .72
<i>Welders</i>			
Canada.....	.81	.84	.....
Quebec.....	.79	.82	.75 — .92
Ontario.....	.80	.83	.58 — .96
Toronto.....	.89	.89	.80 — .96
Other Ontario centres.....	.68	.78	.58 — .90
Prairie Provinces.....	.73	.76	.69 — .85
British Columbia.....	.94	1.00	.91 — 1.10

Table V—(13) TOBACCO PRODUCTS

Occupation and Locality	1943	1944
	Average Wage Rate per Hour	Average Wage Rate per Hour
	\$	\$
TOBACCO AND CIGARETTES		
<i>Cigarette Makers, Female</i>		
Canada.....	.39	.39
Quebec.....	.39	.40
Ontario.....	.37	.37
<i>Machinists</i>		
Canada.....	.74	.77
Quebec.....	.74	.77
Ontario.....	.70	.79
<i>Packers, Cigarette, Female</i>		
Canada.....	.36	.38
Quebec.....	.36	.38
Ontario.....	.37	.36

Table V—(13) TOBACCO PRODUCTS—Concluded

Occupation and Locality	1943	1944
	Average Wage Rate per Hour	Average Wage Rate per Hour
	\$	\$
TOBACCO AND CIGARETTES—Concluded		
<i>Packers, Tobacco, Female</i>		
Canada.....	.34	.36
Quebec.....	.34	.35
Ontario.....	.38	.41
<i>Tobacco Processing, Female</i>		
Canada.....	.35	.38
Quebec.....	.35	.38
Ontario.....	.36	.36
<i>Tobacco Processing, Male</i>		
Canada.....	.47	.51
Quebec.....	.47	.51
Ontario.....	.49	.55
CIGARS		
<i>Banders and Wrappers, Female</i>		
Canada.....	.38	.39
Quebec.....	.38	.39
Ontario.....	.39	.41
<i>Cigar Makers, Female (Bunchers, Rollers included)</i>		
Canada.....	.44	.47
Quebec.....	.43	.48
Ontario.....	.46	.45
<i>Cigar Makers, Male (Bunchers, Rollers included)</i>		
Canada.....	.52	.54
Quebec.....	.50	.54
Ontario.....	.55	.54
<i>Packers, Female</i>		
Canada.....	.41	.38
Quebec.....	.40	.37
Ontario.....	.54	.59
<i>Packers, Male</i>		
Canada.....	.70	.86
Quebec.....	.63	.76
Ontario.....	.85	.90
<i>Strippers, Female</i>		
Canada.....	.37	.37
Quebec.....	.36	.37
Ontario.....	.39	.42

Table V—(14) BEVERAGES

NOTE.—Rates for 1943 in Report No. 26 were shown on a weekly basis and are omitted therefore from this section of the table.

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
BREWERY PRODUCTS	\$	\$
<i>Bottlers</i>		
Canada.....	.68	.....
Maritime Provinces.....	.47	.46 — .55
Quebec.....	.54	.45 — .61
Ontario.....	.64	.51 — .76
Prairie Provinces.....	.64	.52 — .85
British Columbia.....	.79	.69 — .84
<i>Cellarmen</i>		
Canada.....	.67	.....
Maritime Provinces.....	.54	.50 — .57
Quebec.....	.57	.49 — .67
Ontario.....	.71	.62 — .76
Prairie Provinces.....	.68	.58 — .93
British Columbia.....	.78	.61 — .85
<i>Coopers</i>		
Canada.....	.77	.....
Quebec.....	.76	.55 — .80
Ontario.....	.83	.71 — .91
Prairie Provinces.....	.73	.68 — .88
British Columbia.....	.82	.71 — .85
<i>Engineers</i>		
Canada.....	.82	.....
Maritime Provinces.....	.76	.60 — .86
Quebec.....	.78	.65 — .82
Ontario.....	.84	.75 — .93
Prairie Provinces.....	.82	.72 — .91
British Columbia.....	.85	.82 — .90
<i>Firemen</i>		
Canada.....	.67	.....
Maritime Provinces.....	.56	.52 — .60
Quebec.....	.67	.51 — .72
Ontario.....	.68	.....
Prairie Provinces.....	.69	.62 — .78
British Columbia.....	.76	.....
<i>Ketlemen</i>		
Canada.....	.71	.....
Quebec.....	.60	.55 — .65
Ontario.....	.74	.62 — .81
Prairie Provinces.....	.75	.68 — .89
British Columbia.....	.85	.....
<i>Labourers</i>		
Canada.....	.56	.....
Maritime Provinces.....	.50	.46 — .52
Quebec.....	.53	.50 — .58
Ontario.....	.64	.52 — .75
Prairie Provinces.....	.61	.51 — .77
<i>Wash House Men</i>		
Canada.....	.65	.....
Quebec.....	.61	.....
Ontario.....	.66	.52 — .79
Prairie Provinces.....	.63	.54 — .69
<i>Motor Truck Drivers</i>		
Canada.....	.68	.....
Maritime Provinces.....	.58	.55 — .60
Quebec.....	.66	.....
Ontario.....	.66	.58 — .76
Prairie Provinces.....	.65	.61 — .72
British Columbia.....	.83	.67 — .88

Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Electricians</i>			
Canada.....	.83	.84	.....
Maritime Provinces.....	.87	.88	.69 — 1.00
Quebec.....	.74	.78	.67 — .90
Ontario.....	.85	.86	.75 — .95
Prairie Provinces.....	.87	.89	.64 — 1.11
British Columbia.....	.87	.90	.75 — 1.13
<i>Linemen</i>			
Canada.....	.79	.79	.....
Maritime Provinces.....	.68	.68	.48 — .95
Quebec.....	.68	.70	.58 — .80
Ontario.....	.80	.80	.66 — .99
Prairie Provinces.....	.90	.91	.70 — 1.03
British Columbia.....	1.00	1.02	.84 — 1.09
<i>Groundmen</i>			
Canada.....	.63	.65	.....
Quebec.....	.46	.59	.52 — .68
Ontario.....	.68	.65	.55 — .88
Prairie Provinces.....	.61	.63	.50 — .73
British Columbia.....	.76	.77	.65 — .80
<i>Metermen</i>			
Canada.....	.74	.80	.....
Maritime Provinces.....	.68	.73	.62 — .89
Quebec.....	.66	.77	.58 — .89
Ontario.....	.76	.79	.72 — .89
Prairie Provinces.....	.82	.84	.75 — .96
British Columbia.....	.82	.93	.92 — .975
<i>Meter Readers</i>			
Canada.....	.63	.64	.....
Maritime Provinces.....	.56	.55	.50 — .66
Quebec.....	.60	.61	.40 — .683
Ontario.....	.67	.67	.52 — .80
Prairie Provinces.....	.66	.70	.59 — .76
British Columbia.....	.70	.70	.61 — .78
<i>Operators</i>			
Canada.....	.77	.80	.....
Maritime Provinces.....	.63	.64	.45 — .80
Quebec.....	.72	.78	.54 — .94
Ontario.....	.80	.82	.65 — 1.05
Prairie Provinces.....	.81	.82	.58 — 1.17
British Columbia.....	.89	.90	.74 — 1.02

Table V—(16) ELECTRICAL APPARATUS AND SUPPLIES

ELECTRICAL MACHINERY, ETC.			
<i>Assemblers, Male</i>			
Canada.....	.76	.76	.....
Quebec (Montreal only).....	.63	.67	.50 — .80
Ontario.....	.80	.80	.60 — 1.03
Western Provinces*.....	.84	.90	.60 — .99

*Includes Prairie Provinces and British Columbia.

Table V—(16) ELECTRICAL APPARATUS AND SUPPLIES—Continued

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
ELECTRICAL MACHINERY, ETC.—Continued			
<i>Assemblers, Female</i>			
Canada.....	.51	.52	.....
Quebec (Montreal only).....	.51	.52	.47 — .60
Ontario.....	.51	.52	.35 — .61
Western Provinces*.....	.66	.69	.45 — .76
<i>Buffers and Polishers</i>			
Canada.....	.69	.73	.....
Quebec (Montreal only).....	.73	.73	.57 — .75
Ontario.....	.69	.73	.60 — .75
<i>Coil Winders, Male</i>			
Canada.....	.81	.78	.....
Quebec (Montreal only).....	.79	.83	.75 — .87
Ontario.....	.82	.78	.61 — 1.04
<i>Coil Winders, Female</i>			
Canada.....	.55	.53	.....
Quebec (Montreal only).....	.42	.42	.41 — .42
Ontario.....	.55	.54	.42 — .65
<i>Inspectors, Male</i>			
Canada.....	.74	.79	.....
Quebec (Montreal only).....	.72	.76	.61 — .94
Ontario.....	.77	.81	.65 — .95
Western Provinces*.....	1.01		.99 — 1.09
<i>Labourers</i>			
Canada.....	.59	.61	.....
Quebec (Montreal only).....	.59	.62	.48 — .67
Ontario.....	.59	.61	.56 — .65
Western Provinces*.....	.68		.....
<i>Machine Operators, Male</i>			
Canada.....	.74	.78	.....
Quebec (Montreal only).....	.73	.74	.63 — .89
Ontario.....	.75	.81	.58 — 1.04
Western Provinces*.....	.84	.83	.78 — .94
<i>Machinists</i>			
Canada.....	.79	.84	.....
Quebec (Montreal only).....	.81	.86	.73 — .95
Ontario.....	.76	.82	.65 — .98
Western Provinces*.....	.88	.90	.78 — .99
<i>Packers and Shippers</i>			
Canada.....	.63	.64	.....
Quebec (Montreal only).....	.65	.64	.57 — .75
Ontario.....	.62	.64	.56 — .70
<i>Platers</i>			
Canada.....	.70	.73	.....
Quebec (Montreal only).....	.76	.77	.66 — .87
Ontario.....	.67	.72	.46 — .97
Western Provinces*.....		.83	.....

*Includes Prairie Provinces and British Columbia.

Table V—(16) ELECTRICAL APPARATUS AND SUPPLIES—Concluded

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
ELECTRICAL MACHINERY, ETC.—Concluded			
<i>Sheet Metal Workers</i>			
Canada.....	.72	.73	.....
Quebec (Montreal only).....	.74	.75	.62 — .89
Ontario.....	.69	.72	.55 — .88
Western Provinces*.....	.81	.84	.....
<i>Toolmakers</i>			
Canada.....	1.00	1.02	.....
Quebec (Montreal only).....	.91	.99	.84 — 1.10
Ontario.....	1.03	1.01	.80 — 1.20
Western Provinces*.....	1.13	1.15	.80 — 1.29
RADIO SETS AND PARTS			
<i>Assemblers, Male</i>			
Canada.....	.54	.62	.....
Quebec (Montreal only).....	.56	.65	.58 — .76
Ontario.....	.53	.58	.40 — .85
Toronto.....	.....	.61	.40 — .85
Other Ontario centres.....	.....	.53	.45 — .65
<i>Assemblers, Female</i>			
Canada.....	.51	.52	.49 — .68
Quebec (Montreal only).....	.56	.57	.49 — .68
Ontario.....	.48	.49	.38 — .60
Toronto.....	.....	.51	.45 — .55
Other Ontario centres.....	.....	.46	.38 — .60
<i>Inspectors, Male</i>			
Canada.....	.70	.72	.....
Quebec (Montreal only).....	.72	.72	.60 — .84
Ontario.....	.60	.70	.56 — .85
Toronto.....	.....	.71	.59 — .85
Other Ontario centres.....	.....	.68	.56 — .75
<i>Inspectors, Female</i>			
Canada.....	.54	.54	.....
Quebec (Montreal only).....	.56	.57	.47 — .65
Ontario.....	.46	.50	.44 — .65
Toronto.....	.....	.50	.45 — .57
Other Ontario centres.....	.....	.52	.44 — .65
<i>Machinists</i>			
Canada.....	.79	.87	.....
Quebec (Montreal only).....	.96	.89	.80 — 1.05
Ontario.....	.68	.82	.64 — .95
Toronto.....	.....	.85	.65 — .95
Other Ontario centres.....	.....	.77	.64 — .83
<i>Shippers and Packers</i>			
Canada.....	.63	.65	.....
Quebec (Montreal only).....	.61	.65	.59 — .80
Ontario.....	.68	.64	.52 — .76
Toronto.....	.....	.62	.52 — .75
Other Ontario centres.....	.....	.68	.60 — .76
<i>Testers, Male</i>			
Canada.....	.72	.75	.....
Quebec (Montreal only).....	.78	.74	.60 — .87
Ontario.....	.56	.79	.70 — .95
Toronto.....	.....	.80	.72 — .95
Other Ontario centres.....	.....	.75	.70 — .80

*Includes Prairie Provinces and British Columbia.

Table V—(17) WAGE RATES FOR UNSKILLED FACTORY LABOUR, MALE, IN CANADA, 1943 AND 1944, BY LOCALITY

Locality	1943	1944	
	Average Rate per Hour	Average Rate per Hour	Range of Rates
	\$	\$	\$
Canada.....	.54	.56	.....
Nova Scotia.....	.53	.57	.....
Halifax.....	.52	.58	.40 — .70
New Glasgow.....	.47	.53	.52 — .55
Sydney.....	.60	.60	.....
Other localities.....	.50	.54	.47 — .60
New Brunswick.....	.41	.47	.....
Fredericton.....	.34	.40	.38 — .45
Moncton.....	.40	.43	.40 — .45
Saint John.....	.56	.55*	.49 — .67
Other localities.....	.39	.47	.34 — .60
Quebec.....	.49	.52	.....
Hull.....	.53	.54	.45 — .60
Joliette.....	.39	.42	.37 — .44
Montreal.....	.53	.55	.46 — .60
Quebec.....	.49	.52	.40 — .60
St. Jerome.....	.45	.45	.40 — .45
Shawinigan Falls.....	.55	.55	.50 — .55
Sherbrooke.....	.46	.46	.40 — .50
Three Rivers.....	.54	.55	.54 — .60
Valleyfield.....	.....	.45	.45 — .48
Victoriaville.....	.....	.43	.40 — .45
Other localities.....	.46	.49	.38 — .60
Ontario.....	.56	.58	.....
Belleville.....	.45	.51	.41 — .56
Brantford.....	.59	.62	.54 — .70
Chatham.....	.55	.54*	.48 — .62
Cornwall.....	.51	.54	.47 — .58
Fort William.....	.57	.60	.60 — .63
Galt.....	.53	.55	.46 — .63
Guelph.....	.53	.55	.49 — .61
Hamilton.....	.58	.62	.56 — .69
Kingston.....	.55	.58	.55 — .60
Kitchener.....	.55	.58	.50 — .62
London.....	.50	.56	.47 — .59
Niagara Falls.....	.60	.64	.50 — .69
Orillia.....	.47	.51	.47 — .55
Oshawa.....	.65	.69	.66 — .77
Ottawa.....	.47	.50	.42 — .60
Peterborough.....	.54	.55	.50 — .61
Port Arthur.....	.59	.60	.60 — .70
St. Catharines.....	.61	.62	.55 — .65
St. Thomas.....	.63	.65	.52 — .70
Sarnia.....	.64	.67	.60 — .70
Sault Ste Marie.....	.59	.63	.57 — .65
Sudbury.....	.47	.50	.50 — .52
Thorold.....	.66	.67	.59 — .71
Thorold.....	.60	.58*	.45 — .65
Toronto.....	.57	.62	.60 — .67
Welland.....	.73	.70*	.62 — .82
Windsor.....	.51	.53	.47 — .65
Woodstock.....	.50	.53	.39 — .65
Other localities.....	.....	.....	.....

*Average lower in 1944 than in 1943 because of a decrease in the number of labourers at the higher rates and an increase in the number at the lower rates.

Table V—(17) WAGE RATES FOR UNSKILLED FACTORY LABOUR, MALE, IN CANADA, 1943 AND 1944, BY LOCALITY—Concluded

Locality	1943	1944	
	Average Rate per Hour	Average Rate per Hour	Range of Rates
	\$	\$	\$
Manitoba.....	.53	.54	.....
Winnipeg.....	.53	.54	.47 — .60
Other localities.....	.55	.54*	.50 — .58
Saskatchewan.....	.57	.55*	.....
Moose Jaw.....	.56	.55*	.45 — .60
Regina.....	.64	.65	.56 — .75
Saskatoon.....	.54	.53*	.48 — .55
Other localities.....	.43	.48	.42 — .65
Alberta.....	.59	.61	.....
Calgary.....	.57	.59	.54 — .65
Edmonton.....	.58	.57*	.50 — .60
Other localities.....	.62	.62	.50 — .65
British Columbia.....	.63	.65	.....
New Westminster.....	.65	.67	.62 — .71
Vancouver.....	.63	.66	.60 — .75
Victoria.....	.62	.66	.60 — .70
Other localities.....	.63	.65	.57 — .72

*Average lower in 1944 than in 1943 because of a decrease in the number of labourers at the higher rates and an increase in the number at the lower rates.

Table VI—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1944

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$
STUDNEY—	1939.....	.95	.70 — .80	.70	.63 — .75	.80	.70 — .80	.70	.70 — .80	.70	.70 — .80	.70	.70	.35 — .40	.35 — .40	.35 — .40
	1940.....	.95	.80 — .90	.70	.63 — .75	.80	.80 — .90	.70	.80	.80	.75	.70	.70	.35 — .40	.35 — .40	.35 — .40
	1941.....	.95 — 1.00	.80 — .90	.70 — .80	.63 — .75	.90	.80 — .90	.80	.80	.80	.75 — .85	.70	.70	.35 — .40	.35 — .40	.35 — .40
	1942.....	.95 — 1.10	.80 — .90	.90	.75	.90	.90 — .95	.90	.90	.90	.75 — .85	.75	.75	.40	.40	.40
	1943.....	1.00 — 1.15	.90 — .95	.90 — .95	.79	.95	.90 — .95	.95	.95	.95	.85 — .95	.85	.85	.47	.47	.47
	1944.....	1.15	.96	.90 — .95	.75 — .90	.95	.90 — .95	.95	.95	.95	.95 — 1.05	.90	.90	.54	.54	.54
HALIFAX—	1939.....	1.00	.70	.85	.60	.80	.70	.85	.80	.85	.85	.70	.70	.30 — .40	.30 — .40	.30 — .40
	1940.....	1.00	.70	.95	.65	.85	.70	.95	.85	.95	.95	.70	.70	.30 — .40	.30 — .40	.30 — .40
	1941.....	1.10	.80	1.00	.73	.90	.80	.90	.90	.95	.95	.75	.75	.35 — .40	.35 — .40	.35 — .40
	1942.....	1.10	.80	1.00	.73	.90	.80	.90	.90	.95	.95	.70 — .80	.70 — .80	.40 — .45	.40 — .45	.40 — .45
	1943.....	1.15	.85	1.05	.80	.95	.80	.95	.95	1.03	1.03	.78 — .95	.78 — .95	.50 — .55	.50 — .55	.50 — .55
	1944.....	1.15	.95	1.06	.81	.95	.81	.95	.95	1.03	1.03	.86	.86	.50 — .55	.50 — .55	.50 — .55
CHARLOTTETOWN—	1939.....	.70 — .75	.45 — .55	.50 — .60	.40 — .55	.75	.45 — .55	.50 — .60	.75	.50 — .60	.50 — .60	.50 — .60	.50 — .60	.30 — .35	.30 — .35	.30 — .35
	1940.....	.70 — .75	.45 — .55	.60	.40 — .55	.75	.45 — .55	.60	.75	.50 — .60	.50 — .60	.50 — .60	.50 — .60	.35	.35	.35
	1941.....	.75	.55	.60	.55	.75	.55	.60	.75	.60	.60	.60	.60	.35 — .40	.35 — .40	.35 — .40
	1942.....	.75	.55	.65	.55	.75	.55	.65	.75	.60	.60	.60	.60	.50 — .55	.50 — .55	.50 — .55
	1943.....	.95	.60	.75	.60	.75	.60	.75	.75 — .80	.65	.65	.65	.65	.50 — .55	.50 — .55	.50 — .55
	1944.....	.95 — 1.15	.60	.75	.65	.80	.65	.75	.75 — .80	.65	.65	.65	.65	.50 — .55	.50 — .55	.50 — .55
MONCTON—	1939.....	.80	.45 — .55	.50 — .60	.55	.60 — .80	.45 — .55	.50 — .60	.60 — .80	.60 — .65	.60 — .65	.55 — .65	.55 — .65	.30 — .35	.30 — .35	.30 — .35
	1940.....	.80	.45 — .55	.60	.55 — .60	.75 — .90	.45 — .55	.60	.75 — .80	.60 — .65	.60 — .65	.55 — .65	.55 — .65	.30 — .35	.30 — .35	.30 — .35
	1941.....	.80 — .90	.50 — .70	.60 — .65	.55 — .60	.75 — .90	.50 — .70	.60 — .65	.75 — .90	.60 — .65	.60 — .65	.55 — .65	.55 — .65	.35 — .40	.35 — .40	.35 — .40
	1942.....	.90	.65 — .70	.60 — .65	.60 — .65	.75 — .90	.65 — .70	.60 — .65	.75 — .90	.60 — .65	.60 — .65	.55 — .65	.55 — .65	.45 — .50	.45 — .50	.45 — .50
	1943.....	.95	.70 — .75	.60 — .65	.60 — .65	.75 — .90	.70 — .75	.60 — .65	.75 — .90	.60 — .65	.60 — .65	.55 — .65	.55 — .65	.45 — .50	.45 — .50	.45 — .50
	1944.....	.90 — 1.05	.70 — .80	.81	.60 — .65	.96	.70 — .80	.81	.96	.60 — .65	.85 — .95	.67	.67	.51	.51	.51
SAINT JOHN—	1939.....	.90	.50 — .60	.50 — .65	.50 — .55	.90	.50 — .60	.50 — .65	.90	.60 — .70	.60 — .70	.50 — .65	.50 — .65	.30 — .40	.30 — .40	.30 — .40
	1940.....	.90	.60	.65	.55 — .60	.90	.60	.65	.90	.65 — .80	.65 — .80	.50 — .65	.50 — .65	.30 — .40	.30 — .40	.30 — .40
	1941.....	.90	.70	.65	.60	.90	.70	.65	.90	.80	.80	.65	.65	.40	.40	.40
	1942.....	.90	.60 — .70	.75	.60	.90	.60 — .70	.75	.90	.80	.80	.65	.65	.45 — .55	.45 — .55	.45 — .55
	1943.....	1.05	.75 — .80	.78	.76	1.05	.75 — .80	.78	1.05	.85	.85	.65	.65	.50 — .60	.50 — .60	.50 — .60
	1944.....	1.10	.80	.85 — .95	.76	1.10	.80	.85 — .95	1.10	.85 — .95	.85 — .95	.75	.75	.50 — .60	.50 — .60	.50 — .60

Table VI—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1944—Continued

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour	
	\$		\$		\$		\$		\$		\$		\$		\$	
QUEBEC—																
1939.....	.75	.80	.55	.60	.55	.65	.50	.55	.75	.80	.55	.65	.55	.65	.40	.40
1940.....	.80		.60		.60		.55		.80		.60		.60		.40	.40
1941.....	.85		.65		.65		.60		.85		.65		.65		.45	.45
1942.....	.90		.70		.70		.65		.90		.70		.70		.50	.50
1943.....	1.00		.80		.80		.75		1.00		.80		.80		.60	.60
1944.....	1.00		.80		.80		.75		1.00		.80		.80		.60	.60
MONTREAL—																
1939.....	.80	.90	.70		.75		.66		.80		.75		.65	.75	.40	.40
1940.....	.88		.77		.83		.70		.88		.85		.75		.44	.44
1941.....	.92		.81		.87		.74		.90		.90		.82		.46	.46
1942.....	.97		.86		.92		.79		.95		1.00		.87		.51	.51
1943.....	1.05		.95		1.00		.85		1.05		1.00		.95		.60	.60
1944.....	1.05		.95		1.00		.85		1.05		1.00		.95		.60	.60
OTTAWA—																
1939.....	.90	1.00	.85		.80		.70		.85		.95		.85		.40	.50
1940.....	1.00		.85		.80		.70		.85		.95		.85		.40	.50
1941.....	1.10		.90		.85		.75		1.00		1.05		.95		.40	.50
1942.....	1.10		.90		.90		.75		1.00		1.05		.95		.50	.50
1943.....	1.15		.95		.95		.85		1.05		1.06	1.10	1.00		.55	.55
1944.....	1.16		.96		.95		.85	.88	1.05		1.12		1.01		.56	.56
KINGSTON—																
1939.....	1.00		.80		.70	.75	.70		1.00		.70	.80	.60	.75	.35	.40
1940.....	1.00		.85		.75	.80	.75		1.00		.80		.70	.80	.35	.40
1941.....	1.05		.90		.80		.80		1.05		.90		.75	.80	.40	.40
1942.....	1.05		.90		.80	.85	.80		1.05		.90		.80	.90	.45	.45
1943.....	1.05	1.11	.95		.85	.95	.85		1.10		.96		.90		.50	.55
1944.....	1.11		.96		.85	.95	.85		1.11		.96		.90		.50	.66
BELLEVEILLE—																
1939.....	.75	.90	.50	.70	.65	.70	.40	.60	.75	.80	.60	.75	.55	.70	.30	.40
1940.....	.75	.90	.70		.65	.70	.45	.60	.75	.80	.60	.75	.60	.70	.30	.40
1941.....	.90		.70		.65	.70	.50	.60	.85		.60	.75	.60	.70	.35	.40
1942.....	.90		.70		.70	.75	.50	.60			.60	.75	.60	.70	.40	.45
1943.....	1.02		.90	.94	.70	.80	.65		1.05		.70	.75	.60	.75	.50	.52
1944.....	1.00	1.15	.90	.95	.70	.80	.70		1.00	1.15	.70	.75	.75	.77	.50	.52

PETERBOROUGH—

1939.....	.80 — .90	.60 — .70	.50 — .65	.40 — .50	.75 — .80	.65 — .75	.50 — .70	.35 — .40
1940.....	.80 — .90	.60 — .70	.50 — .70	.45 — .60	.75 — .80	.65 — .75	.50 — .70	.35 — .40
1941.....	.85 — .90	.70 — .80	.50 — .70	.45 — .60	.75 — .80	.65 — .75	.55 — .75	.35 — .45
1942.....	.90 — 1.10	.75 — .85	.50 — .80	.50 — .65	.80 — .85	.70 — .80	.63 — .85	.40 — .50
1943.....	1.18	.75 — .85	.61 — .85	.52 — .67	1.10	.77 — .85	.75 — .90	.55
1944.....	1.19	.80 — .85	.70 — .75	.55 — .70	1.10 — 1.25	.80 — .90	.75 — .90	.55 — .65

TORONTO—

1939.....	1.00	.90	1.00	.75	.90	1.00	.93	.35 — .50
1940.....	1.05	.95	1.10	.80	1.00	1.00	1.00	.40 — .50
1941.....	1.13	1.00	1.10	.85	1.10	1.10	1.08	.40 — .50
1942.....	1.14	1.03	1.15	.85	1.10	1.15	1.08	.62
1943.....	1.18	1.05	1.15 — 1.17	.96	1.10 — 1.16	1.16	1.14	.62
1944.....	1.19	1.07	1.17	.97	1.17	1.17	1.14	.66

ST. CATHARINES—

1939.....	.90	.70	.65 — .70	.65	.90	.75	.75	.35 — .40
1940.....	.90	.80	.65 — .70	.65	.80 — .90	.75	.75	.35 — .40
1941.....	1.00	.90	.65 — .70	.70	.80 — .90	.90	.90	.35 — .45
1942.....	1.05	.93	.75 — .80	.75	1.00	.90	.90	.40 — .50
1943.....	1.09	.93 — .95	.82	.76	1.05	1.00	1.01	.54 — .61
1944.....	1.11	1.00	.77 — .87	.75 — .80	1.11	1.01	1.01	.55 — .65

HAMILTON—

1939.....	.90	.75	.75	.65	.90	.85	.75	.35 — .45
1940.....	1.00	.80	.80	.70	.90	.85	.75	.35 — .45
1941.....	1.05	.90	.90	.75	1.00	.95	.90	.35 — .45
1942.....	1.05	.93	.94	.80	1.03	.95	.90	.50
1943.....	1.10	.95 — 1.01	.95	.86	1.03	1.06	1.01	.60 — .65
1944.....	1.17	1.02	.95	.86	1.05	1.06 — 1.07	1.01	.60 — .65

BRANTFORD—

1939.....	.90	.70	.60 — .70	.50 — .65	.90	.75	.60 — .70	.35 — .40
1940.....	.90	.70	.60 — .70	.50 — .65	.80 — .90	.75	.60 — .70	.35 — .40
1941.....	1.00	.80	.65 — .75	.50 — .65	.80 — .90	.75	.60 — .70	.35 — .45
1942.....	1.00	.84	.79	.69	1.00	.89	.74	.40 — .50
1943.....	1.05 — 1.09	.90 — .94	.80 — .85	.70	1.04	.89	.74 — .81	.55 — .60
1944.....	1.10	.90 — .94	.80 — .85	.75 — .80	1.04	.89	.75 — .80	.56 — .65

GUELPH—

1939.....	.80	.60 — .70	.50 — .70	.45 — .60	.80	.75	.65 — .70	.35 — .40
1940.....	.80 — .90	.60 — .70	.60 — .70	.45 — .60	.80	.75	.65 — .70	.35 — .40
1941.....	.80 — .90	.60 — .70	.70	.45 — .60	.80	.75	.65 — .90	.35 — .40
1942.....	.90	.65 — .70	.70	.50 — .65	.85	.80	.....	.45
1943.....	1.06 — 1.10	.80 — .89	.70	.55 — .65	1.00 — 1.05	.80	.....	.55
1944.....	1.10	.85 — .86	.70	.55 — .65	1.00 — 1.05	.75 — .90	.....	.60 — .65

Table VI—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1944—Continued

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour	
	\$		\$		\$		\$		\$		\$		\$		\$	
KITCHENER—																
1939.....	.80	.90	.60	.70	.60	.70	.50	.80	.60	.75	.60	.75	.60	.70	.40	.50
1940.....	.80	.90	.60	.70	.60	.70	.50	.80	.65	.75	.65	.75	.60	.70	.40	.50
1941.....	.85	.90	.60	.70	.60	.70	.50	.85	.80	.85	.80	.85	.70	.80	.44	.50
1942.....	.90		.70		.70		.60	.85	.80	.85	.83	.85	.70	.85	.50	.60
1943.....	1.05		.80	.85	.75		.65		1.05		.95		.70	.95	.55	.60
1944.....	1.06—1.10		.80	.85	.80		.65		1.20		.95		.95		.55	.60
LONDON—																
1939.....	1.00		.60	.75	.80		.55	.60	1.00		.80		.60	.70	.35	.50
1940.....	1.00		.70	.75	.85		.60		1.00		.80		.60	.70	.35	.50
1941.....	1.05		.85		1.00		.60		1.00		.90		.70		.35	.50
1942.....	1.05		.90		1.00		.60	.65	1.05		.93	.96	.70		.40	.50
1943.....	1.11		.90		1.05		.70	.75	1.10		.93		.70		.50	.61
1944.....	1.11		.91		1.06		.71	.76	1.11		.97		.70		.55	.61
St. THOMAS—																
1939.....	.90	1.00	.60	.70	.70		.60		.75	.80	.63	.70	.63	.70	.35	.50
1940.....	.90	1.00	.60	.70	.70		.60		.75	.80	.63	.70	.63	.70	.35	.50
1941.....	1.05		.60	.70	.70		.60		.75	.80	.80		.63	.70	.40	.50
1942.....	1.05		.75								.80				.45	.50
1943.....	1.20		.75	.80	.86		.75		1.10		.82	.85			.59	
1944.....	1.25		.64	.94	.85—1.00		.85		1.11		.82	.85	.82	1.05	.59	.64
WINDSOR—																
1939.....	1.15		.95		1.15		.60	.65	.90		1.00		.70	.85	.55	
1940.....	1.15		.95		1.15		.65		.90		1.00		.75	.85	.55	
1941.....	1.15		1.05		1.15—1.20		.75		.90		1.15		.85		.55	
1942.....	1.20		1.10		1.20		.75	.80	1.15		1.15				.55	.65
1943.....	1.26		1.13		1.20—1.30		.83	.85	1.06		1.21		1.00	1.06	.66	.70
1944.....	1.26		1.14		1.26		.86		1.06		1.21		1.06		.71	.75
PORT ARTHUR—																
1939.....	1.00		.55	.70	.65	.75	.50	.60	.80	1.00	.90		.65	.75	.35	.45
1940.....	1.00		.60	.70	.65	.85	.50	.60	.80	1.00	.90		.65	.75	.35	.45
1941.....	1.00—1.15		.70	.80	.65	.85	.50	.60	.80	1.00	.90		.75	.80	.40	.45
1942.....	1.15		.70	.80	.65	.85	.65	.70	1.00		.90		.75	.90	.50	
1943.....	1.20		.78	.85	.82	.92	.77		1.00—1.10		.90	1.00	.90	.95	.55	.58
1944.....	1.20		.85	.90	.82	.95	.80	.90	1.10		.90	1.00	.90	.95	.55	.58

FORT WILLIAM—

1939.....	1.00	.55 — .70	.65 — .75	.50 — .60	.80 — 1.00	.90	.65 — .80	.35 — .45
1940.....	1.00	.55 — .70	.65 — .85	.50 — .60	.80 — 1.00	.90	.65 — .80	.35 — .45
1941.....	1.00 — 1.15	.70 — .80	.65 — .85	.60 — .60	.80 — 1.00	.90	.75 — .80	.40 — .50
1942.....	1.15	.70 — .80	.70 — .85	.60 — .60	1.00	1.00	.89	.51 — .61
1943.....	1.20	.85 — .90	.82 — .95	.55 — .70	1.00 — 1.10	1.00	.89	.55 — .60
1944.....	1.20	.85 — .90	.82 — .95	.80 — .90	1.10			

WINNIPEG—

1939.....	1.10	.85	.85	.70	1.10	.95	.70	.40 — .45
1940.....	1.10	.85	.85	.70	1.10	.95	.70	.43 — .50
1941.....	1.15	.95	.95	.75	1.15	1.05	.75	.45 — .50
1942.....	1.20	1.00	.95	.80	1.20	1.05	.80	.45 — .50
1943.....	1.20	1.00 — 1.05	1.00 — 1.05	.85	1.20	1.10	.80	.50 — .55
1944.....	1.20	1.00 — 1.05	1.00 — 1.05	.85	1.20	1.10	.82	.52 — .65

BRANDON—

1939.....	.90	.70	.75	.65	.90	.80	.65	.33 — .38
1940.....	.90	.70	.75	.65	.90	.80	.65	.35 — .40
1941.....	1.00	.80	.80	.70	1.00	.95	.70	.40 — .45
1942.....	1.05	.85	.80	.75	1.05	1.00	.75	.40 — .45
1943.....	1.05	.85	.85	.75	1.05	1.00	.75	.45
1944.....	1.05	.85	.85	.75	1.05	1.00	.75	.50 — .55

REGINA—

1939.....	1.10	.75	.90	.65 — .70	1.00	.90	.75	.40
1940.....	1.10	.75	.90	.65 — .70	1.00	1.00	.75	.40
1941.....	1.20	.90	1.00	.70	1.00	1.00	.75	.45
1942.....	1.20	.95	1.00	.70	1.00 — 1.10	1.00	.75 — .85	.40 — .50
1943.....	1.25	.95	.95 — 1.05	.70 — .75	1.00 — 1.15	1.05	.80 — .90	.50 — .55
1944.....	1.25	.95	1.00 — 1.05	.76	1.06	1.06	.80 — .90	.51 — .56

SASKATOON—

1939.....	1.00	.50 — .75	.70 — .80	.50 — .70	.75 — 1.00	1.00	.75 — .90	.30 — .40
1940.....	1.00	.55 — .75	.70 — .80	.55 — .70	.75 — 1.00	1.00	.75 — .90	.30 — .40
1941.....	1.00	.75	.80	.55 — .70	1.00	1.00 — 1.05	.75 — .90	.30 — .45
1942.....	1.00	.80	.85	.65 — .75	1.05	1.00	.85	.40
1943.....	1.05	.85	.85	.65 — .75	1.06	1.06	.85	.50 — .55
1944.....	1.05	.80	.85	.65 — .75	1.06	1.06	.85	.50 — .56

CALGARY—

1939.....	1.10	.80	.90	.75 — .80	.90	.95	.80	.40 — .50
1940.....	1.20	.90	.90	.80	1.10	.95	.80	.40 — .50
1941.....	1.20	.95	1.00	.85	1.10	1.05	.90	.45 — .50
1942.....	1.25	.98	1.00	.85	1.10	1.05	.90	.45 — .50
1943.....	1.25	1.00	1.05	.85 — .95	1.10	1.10	.92 — 1.00	.52 — .64
1944.....	1.25	1.01	1.05	.85 — .95	1.16	1.12	.95 — 1.00	.55 — .65

Table VI—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1944—Concluded

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$
EDMONTON—	1939.....	1.10	.90	.85	.80	1.05	1.05	.90	1.05	1.05	1.05	.90	.40	.50	.40	.50
	1940.....	1.10	.90	.85	.80	1.05	1.05	.90	1.05	1.05	1.05	.90	.45	.50	.45	.50
	1941.....	1.10	.95	.85	.80	1.05	1.05	1.00	1.05	1.10	1.10	1.00	.45	.50	.45	.50
	1942.....	1.25	1.00	.80—1.00	.85	1.05	1.05	1.00	1.05	1.10	1.10	1.00	.50	.55	.50	.55
	1943.....	1.30	1.03	1.05	.85—	1.05	1.12—1.21	1.05	1.12—1.21	1.15	1.15	1.05	.60	.60	.60	.60
	1944.....	1.31	1.03	1.05	.90—	1.05	1.12—1.21	.91	1.12—1.21	1.16	1.16	1.07	.60	.65	.60	.65
VANCOUVER—	1939.....	1.10	.75—	.75—1.00	.63—	1.00	1.00	1.00	1.00	1.00	1.00	1.00	.45	.50	.45	.50
	1940.....	1.10	.75—	.85—1.00	.63—	1.00	1.00	1.00	1.00	1.00	1.00	1.00	.45	.50	.45	.50
	1941.....	1.23	.75—	.85—1.10	.75—	1.00	1.00	1.00	1.00	1.13	1.13	1.08	.45	.55	.45	.55
	1942.....	1.23	.99	1.05—1.13	.97	1.00	1.00	1.13	1.00	1.13	1.13	1.13	.59	.75	.59	.75
	1943.....	1.29	1.12	1.10—1.24	.97	1.07	1.07	1.18	1.07	1.19	1.19	1.18	.60	.75	.60	.75
	1944.....	1.29	1.12	1.19	.97	1.19	1.07	1.18	1.07	1.19	1.19	1.18	.65	.81	.65	.81
VICTORIA—	1939.....	1.00	.75—	.60—	.65	.90	.90	.75	.90	.90	.90	.75	.45	.53	.45	.53
	1940.....	1.13	.75—	.75	.65	.90	.90	.80—	.90	.90	.90	.80—	.45	.53	.45	.53
	1941.....	1.13	.75—	1.00	.75	1.00	1.00	.90—1.00	1.00	1.00	1.00	.90—1.00	.45	.53	.45	.53
	1942.....	1.13	.95	1.00	.75	1.00	1.00	1.00	1.00	1.00	1.00	1.00	.59	.67	.59	.67
	1943.....	1.20	1.00—1.10	1.05	.95	1.05	1.05	1.05	1.05	1.18	1.18	1.05	.65	.70	.65	.70
	1944.....	1.20	1.10	1.06	.95	1.06	1.05	1.18	1.05	1.19	1.19	1.18	.65	.70	.65	.70
PRINCE RUPERT—	1939.....	1.00—1.25	.85—	1.00	.80	1.00	1.00	.75—1.00	1.00	.90—1.00	.90—1.00	.75—1.00	.45	.50	.45	.50
	1940.....	1.10—1.25	.90	1.00	.80	1.00	1.00—1.25	1.00	1.00—1.25	1.00	1.00	1.00	.45	.50	.45	.50
	1941.....	1.23—1.25	.90	1.00	.80	1.00	1.00—1.25	1.00	1.00—1.25	1.00	1.00	1.00	.45	.50	.45	.50
	1942.....	1.25	1.00	1.00	.90	1.00	1.13—1.25	1.00—1.13	1.00—1.13	1.18	1.18	1.13	.60	.67	.60	.67
	1943.....	1.28	1.05	1.05	.96	1.05	1.35	1.15	1.35	1.19	1.19	1.15	.65	.77	.65	.77
	1944.....	1.35	1.10	1.10	.96	1.10	1.35	1.15	1.35	1.19	1.19	1.15	.69	.77	.69	.77

**Table VII—WAGE RATES IN TRANSPORTATION AND STORAGE,
1943 AND 1944**

(1) WATER TRANSPORTATION (INLAND AND COASTAL)

NOTE.—Rates include board and lodging and vary to a great extent according to size or type of vessel. Hours on duty for officers, seamen, deckhands, etc., generally average twelve per day (watches—six hours on, six hours off) seven days per week except when in port; for engineers, firemen, oilers, etc., hours generally average eight per day, but twelve in some cases; for stewards, cooks, etc., hours vary according to requirements. All classes may be required for extra duty at any time, especially in the Great Lakes and Upper St. Lawrence service when passing through canals. On most of the British Columbia coastal passenger vessels hours for all classes average eight per day, 6 days per week, with extra pay for overtime. Some of the tug-boat employees in all areas are on the eight-hour day.

FREIGHT AND PASSENGER

Occupation and Locality	1943	1944	
	Average Wage Rate per Month	Average Wage Rate per Month	Range of Rates per Month
	\$	\$	\$
<i>Boatswains</i>			
Canada.....	91.71	98.05	.....
Atlantic Coast and Lower St. Lawrence.....	75.59	76.96	64.12—97.43
Great Lakes and Upper St. Lawrence.....	114.79	116.47	87.10—137.10
<i>Chief Cooks</i>			
Canada.....	134.28	138.87	.....
Atlantic Coast and Lower St. Lawrence.....	114.79	115.57	104.12—144.60
Great Lakes and Upper St. Lawrence.....	140.74	146.50	140.00—154.60
Pacific Coast.....	125.59	125.21	105.00—134.92
<i>Chief Stewards</i>			
Canada.....	146.32	146.98	.....
Atlantic Coast and Lower St. Lawrence.....	122.04	122.54	104.12—144.60
Great Lakes and Upper St. Lawrence.....	144.02	144.87	109.12—154.60
Pacific Coast.....	158.30	159.95	125.00—189.93
<i>Cooks</i>			
Canada.....	89.47	92.68	.....
Atlantic Coast and Lower St. Lawrence.....	78.30	80.01	64.12—92.10
Great Lakes and Upper St. Lawrence.....	90.01	95.91	89.60—97.10
Pacific Coast.....	91.44	92.52	85.00—99.93
<i>Firemen</i>			
Canada.....	97.96	102.93	.....
Atlantic Coast and Lower St. Lawrence.....	86.63	88.39	64.12—107.10
Great Lakes and Upper St. Lawrence.....	100.15	105.77	100.70—107.10
Pacific Coast.....	92.24	93.28	87.50—96.25
<i>First Officer or Mate</i>			
Canada.....	195.89	198.29	.....
Atlantic Coast and Lower St. Lawrence.....	165.13	163.99	139.12—199.10
Great Lakes and Upper St. Lawrence.....	202.72	205.01	189.12—227.10
Pacific Coast.....	188.71	189.84	154.92—199.93
<i>Oilers</i>			
Canada.....	103.85	107.97	.....
Atlantic Coast and Lower St. Lawrence.....	89.94	94.44	69.12—112.10
Great Lakes and Upper St. Lawrence.....	106.11	110.82	105.70—112.10
Pacific Coast.....	101.65	101.64	99.34—105.75
<i>Porters</i>			
Canada.....	73.25	73.78	.....
Great Lakes and Upper St. Lawrence.....	73.45	73.78	57.10—83.20
<i>Pursers</i>			
Canada.....	151.21	155.27	.....
Atlantic Coast and Lower St. Lawrence.....	116.37	117.46	94.10—150.00
Great Lakes and Upper St. Lawrence.....	125.32	132.36	109.12—150.00
Pacific Coast.....	174.94	177.46	140.00—199.93

Table VII—(1) WATER TRANSPORTATION (INLAND AND COASTAL)—Concluded

Occupation and Locality	1943	1944	
	Average Wage Rate per Month	Average Wage Rate per Month	Range of Rates per Month
	\$	\$	\$
<i>Quartermasters and Wheelmen</i>			
Canada.....	103.64	107.58	.....
Atlantic Coast and Lower St. Lawrence.....	100.97	106.66	82.12—112.10
Great Lakes and Upper St. Lawrence.....	105.58	110.30	108.00—112.10
Pacific Coast.....	96.27	96.10	93.42—100.00
<i>Seamen and Deckhands</i>			
Canada.....	81.87	86.34	.....
Atlantic Coast and Lower St. Lawrence.....	68.68	72.61	59.10— 89.60
Great Lakes and Upper St. Lawrence.....	82.85	88.28	83.20— 89.60
Pacific Coast.....	87.70	87.91	81.58— 95.00
<i>Second Engineers</i>			
Canada.....	187.03	188.27	.....
Atlantic Coast and Lower St. Lawrence.....	150.87	150.21	124.12—200.00
Great Lakes and Upper St. Lawrence.....	195.53	197.17	157.50—221.87
Pacific Coast.....	176.16	178.74	164.93—190.00
<i>Second Officer or Mate</i>			
Canada.....	156.25	157.38	.....
Atlantic Coast and Lower St. Lawrence.....	131.07	134.42	90.00—159.60
Great Lakes and Upper St. Lawrence.....	158.04	158.33	149.12—167.10
Pacific Coast.....	166.89	167.37	.....
<i>Third Engineers</i>			
Canada.....	153.03	155.01	.....
Atlantic Coast and Lower St. Lawrence.....	128.72	127.74	94.12—165.00
Great Lakes and Upper St. Lawrence.....	156.24	158.10	141.87—166.87
Pacific Coast.....	159.80	161.34	149.92—174.93
<i>Third Officer</i>			
Canada.....	130.27	132.40	.....
Atlantic Coast and Lower St. Lawrence.....	114.17	114.17	89.12—134.00
Pacific Coast.....	133.49	135.66	129.93—140.00
<i>Waiters</i>			
Canada.....	72.22	71.46	.....
Atlantic Coast and Lower St. Lawrence.....	52.53	52.53	49.12— 59.12
Great Lakes and Upper St. Lawrence.....	50.79	51.03	44.10— 58.48
Pacific Coast.....	79.47	80.18	75.66— 85.00
<i>Watchmen</i>			
Canada.....	89.81	95.76	.....
Atlantic Coast and Lower St. Lawrence.....	86.97	97.11	87.12— 97.10
Great Lakes and Upper St. Lawrence.....	89.57	96.12	90.70— 97.10
Pacific Coast.....	91.69	92.89	89.93— 95.00
OIL TANKERS			
Canada (Great Lakes and Upper St. Lawrence)—			
Chief Cooks.....	148.86	151.15	139.12—162.00
Cooks, 2nd or Assistant.....	98.40	101.84	89.12—107.50
Engineers, 2nd.....	196.46	201.45	189.12—215.00
Engineers, 3rd.....	156.46	171.66	160.00—175.00
Firemen.....	113.69	118.13	104.12—125.00
Officers or Mates, 1st.....	196.46	203.12	189.12—215.00
Officers or Mates, 2nd.....	156.46	165.82	164.94—179.93
Oilers.....	118.53	122.62	104.12—130.00
Seamen and Deckhands.....	88.50	92.65	79.12— 97.50
Watchmen.....	97.99	102.84	89.12—110.50

Table VII—(2) STEVEDORING
OCEAN NAVIGATION

Occupation and Locality	1943 and 1944
	Rate per Hour (a)
	\$
Longshoremen (General Cargo)—	
Halifax.....	.95
Saint John.....	.98
Quebec.....	.87
Montreal.....	.95
Vancouver and {ship.....	1.10
Victoria {dock.....	1.06
Port Alberni.....	1.10
Prince Rupert.....	.99

INLAND NAVIGATION
(Upper St. Lawrence River and Great Lakes)

Occupation and Locality	1943 and 1944
	Rate per Hour
	\$
Longshoremen, Stevedores and Freight Handlers.....	.65(b)

(a) Higher rates for handling certain commodities and for overtime work.

(b) This is the predominant rate in the following ports: Quebec, Three Rivers and Montreal; Toronto, Hamilton and Windsor; Point Edward and Sarnia; Fort William and Port Arthur. Higher rates for overtime work.

Table VII—(3) STEAM RAILWAYS

NOTE.—Differentials above the basic rates shown in this table exist on certain lines or divisions.
Nearly all classes are on the basic 8-hour day with time and one-half for overtime.

Occupation	1929-1943 (a)			1943-1945 (b)		
	Per Mile or Per Hour	Per Day	Per Month	Per Mile or Per Hour	Per Day	Per Month
	<i>Per Mile Cents</i>	\$	\$	<i>Per Mile Cents</i>	\$	\$
<i>Conductors</i>						
Passenger.....	4.72	7.08	212.40—219.65	5.43	8.33	244.81—252.06
Freight, Through.....	6.25			7.34		
<i>Brakemen</i>						
Passenger.....	3.18	4.77	143.10	3.94	6.02	175.31
Freight, Through.....	4.91			6.00		
<i>Baggagemen, Train</i>	3.29	4.94	143.20—153.32	4.05	6.19	180.61—185.73
<i>Yardmen</i>						
Foremen.....		6.74			7.99	
Helpers.....		6.25			7.50	
Switch Tenders.....		4.79			6.04	
<i>Locomotive Engineers</i>						
Passenger.....	6.16—7.16			7.13—8.13		
Freight, Through.....	6.84—8.76			7.90—9.82		
Yard.....		6.72—8.04			7.92—9.24	
<i>Locomotive Firemen</i>						
Passenger.....	4.56—5.76			5.53—6.73		
Freight, Through.....	5.00—6.51			6.06—7.57		
Yard.....		5.28—6.64			6.48—7.84	
Hostlers.....		5.50—6.00			6.70—7.20	
Hostlers, Helpers.....		4.90			6.10	
<i>Telegraph Service</i>						
Train Despatchers.....			225.00—252.00			257.41—284.41
Telegraph Operators.....			122.00—134.00			154.41—166.41
Agents.....			129.00—146.00			161.41—178.41
Relief Agents.....			139.00—148.00			171.41—180.41
Assistant Agents.....			70.00—75.00			102.41—107.41
Linemen.....			140.00—148.00			172.41—180.41

Maintenance of Way

Extra Gang Foremen.....
 Section Foremen, First Class Yards.....
 Section Foremen, on Line.....

	<i>Per Hour</i> \$	5.25—5.75 5.15 4.70	<i>Per Hour</i> \$	6.50—7.00 6.40 5.95
Sectionmen, Classified Yards.....	.41—.45		.57—.61	
Sectionmen, Other.....	.38—.43		.54—.59	
<i>Bridge and Building</i>				
Foremen.....		5.75	.81	7.00
Foremen, Painter.....		5.50	.77—.81	6.75
Masons, Bricklayers and Plasterers.....	.65		.76—.93	
Carpenters.....	.61—.77		.74—.77	
Plumbers, Pipefitters, Tinsmiths, Blacksmiths, Electricians.....	.58—.61		.64—.77	
Painters.....	.48—.61		.64	
Bridgemen or Rough Carpenters.....	.48	96.00—102.00		128.41—134.41
Mechanics' Helpers.....				
Pumpmen.....		5.15		6.40
Engineers, Pile Driver, Hoist.....			.55	
<i>Signalmen</i>				
Non-interlocked Crossings.....	.40		.58	
Half-interlocked Crossings.....	.42			
<i>Locomotive and Car Shops: (d)</i>				
Mechanics (e).....	.79		.95	
Other Carmen (f).....	.72		.88	
Helpers.....	.56		.72	
Electrical Workers, Electricians.....	.79		.95	
Electrical Workers, Linemen.....	.75		.91	
Electrical Workers, Groundmen.....	.69		.85	
Electrical Workers, Operators.....	.62		.78	
Coach Cleaners.....	.44		.60	
Shop Labourers.....	.40—.42		.56—.58	

- (a) Deductions from each employee's earnings on basic rates effective as follows. Train, engine and telegraph service, 10 per cent Dec. 1, 1931; 20 per cent May 1, 1933; 15 per cent Nov. 1, 1933; Maintenance of way and bridge and building, 10 per cent May 1, 1932; 15 per cent Dec. 1, 1933; Locomotive and car shops, 10 per cent April 1, 1932; 15 per cent Dec. 16, 1933, with certain exceptions. Deductions amended for all classes effective as follows: Jan. 1, 1935, 12 per cent; May 1, 1935, 10 per cent; in 1937, between February and December reduced to 4 per cent; in 1938, eliminated by April 1.
- (b) Cost of living bonus per week: \$1.93—June 1, 1941; \$2.75—Sept. 1, 1941; \$3.65—Nov. 15, 1941; \$4.60—Nov. 15, 1942; \$4.60—Nov. 15, 1943, this amount being incorporated in basic rates Feb. 15, 1944.
- (c) Basic rates increases are allowed approximately one per cent per hour extra for checking in and out.
- (d) These employees are allowed approximately one per cent per hour extra for checking in and out.
- (e) Machinists, boilermakers, blacksmiths, plumbers, etc., sheet metal workers, cabinet makers, carpenters—coach, locomotive and bench, welders, etc.
- (f) Freight car carpenters, freight car painters, car inspectors, car repairers, etc.

Table VII—(4) GRAIN ELEVATORS

Occupation and Locality	1943	1944	
	Average Wage Rate per Month	Average Wage Rate per Month	Range of Rates per Month
	\$	\$	\$
<i>Electricians</i>			
Canada.....	189.91	197.84	.....
Maritimes, Quebec, Ontario.....	187.19	198.81	169.93—215.73
Prairie Provinces.....	213.42	214.42	183.42—263.42
British Columbia.....	181.00	185.43	165.00—220.00
<i>Millwrights</i>			
Canada.....	195.71	197.42	.....
Maritimes, Quebec, Ontario.....	201.71	204.47	174.93—240.80
Prairie Provinces.....	185.92	188.42	178.42—203.42
British Columbia.....	184.33	187.68	175.00—205.00
<i>Weighmen</i>			
Canada.....	180.60	192.75	.....
Maritimes, Quebec, Ontario.....	184.09	210.84	169.93—215.73
Prairie Provinces.....	164.67	171.42	163.42—178.42
British Columbia.....	181.35	185.63	155.00—200.00
	<i>per Hour</i>	<i>per Hour</i>	<i>per Hour</i>
	\$	\$	\$
<i>Labourers</i>			
Canada.....	.64	.65	.....
Maritimes, Quebec, Ontario.....	.64	.65	.53 — .70
Prairie Provinces.....	.61	.60	.60 — .65
British Columbia.....	.64	.74	.65 — .75
<i>Oilers</i>			
Canada.....	.64	.65	.....
Maritimes, Quebec, Ontario.....	.64	.65	.51 — .75
Prairie Provinces.....	.63	.65	.....
British Columbia.....	.65	.75	.....

Table VII—(5) ELECTRIC STREET RAILWAYS*

Locality	CONDUCTORS AND MOTORMEN		LINEMEN†	SHOP AND BARN MEN†	ELEC- TRICIANS(*)	TRACKMEN AND LABOURERS
	Maximum Rate per Hour**					
	One Man Car	Two Man Car				
	\$	\$	\$	\$	\$	\$
NOVA SCOTIA—						
Halifax						
1939.....	.65		.55 — .77	.53 — .77	.62 — .82	.40 — .55
1940.....	.65		.55 — .77	.55 — .77	.63 — .82	.40 — .55
1941.....	.71		.61 — .83	.61 — .83	.69 — .88	.46 — .61
1942.....	.74½		.76 — .77	.65 — .86	.72 — .91	.49 — .64
1943.....	.80		.83 — .95	.66 — .95	.79 — .95	.56 — .71
1944.....	.81		.92	.80	.90½	.63
Sydney						
1939.....	.50½		.47	.50 — .59	.54	.40 — .46
1940.....	.55½		.52	.55 — .65	.60	.35 — .50
1941.....	.55½		.52	.55 — .65	.60	.35 — .50
1942.....	.65½		.55 — .61	.65 — .72½	.69	.45 — .53
1943.....	.66½		.62	.52 — .76	.72	.44 — .54
1944.....	.74½		.70	.63	.79	.51
NEW BRUNSWICK—						
Saint John						
1939.....	.43		.42 — .51	.30 — .50	.54	.30
1940.....	.43		.42 — .51	.30 — .50	.54	.30
1941.....	.50		.48 — .57	.38 — .58	.61	.35 — .38
1942.....	.60½		.50½ — .60½	.48½ — .70½	.71	.48½
1943.....	.62		.85	.52 — .75	.76½	.52
1944.....	.65½		.86	.63	.76½	.53
QUEBEC—						
Quebec						
1939.....	.55		.48 — .49	.36 — .61	.50 — .61	.30 — .38
1940.....	.55		.48 — .55	.40 — .61	.50 — .61	.30 — .38
1941.....	.58		.50 — .57	.42 — .61	.50 — .61	.30 — .40
1942.....	.62		.52 — .62	.44 — .65	.60 — .65	.39 — .44
1943.....	.63		.56 — .65	.50 — .73	.68½ — .71	.43½ — .48½
1944.....	.63		.73	.68½	.77	.44
Levis						
1939.....	.28		.35 — .48	.25 — .46	.50	.25 — .30
1940.....	.30		.40 — .49	.30 — .50	.55	.25 — .30
1941.....	.32		.43 — .53	.32 — .55	.58	.29 — .34
1942.....	.33		.46 — .56	.31 — .61		.31 — .33
1943.....	.40		.63	.33 — .68		.40½
1944.....	.40		.65	.52½		.40½
Montreal						
1939.....	.60½	.55	.53 — .57	.38 — .62	.55 — .65	.35
1940.....	.65½	.60	.58 — .62	.39 — .68	.62 — .71	.35 — .40
1941.....	.65½	.60	.58 — .62	.39 — .68	.62 — .71	.35 — .40
1942.....	.69½	.64	.62½ — .66½	.43½ — .72½	.66½ — .75½	.39½ — .58½
1943.....	.70½	.65	.68	.43 — .76	.68 — .76	.45 — .61
1944.....	.71½	.66	.68	.60	.72½	.53
Hull						
1939.....	.44		.43	.37 — .49	.40 — .47	.37
1940.....	.44		.43	.37 — .49	.40 — .47	.37
1941.....	.49		.46	.40 — .51	.44 — .50	.40
1942.....	.58		.55	.45½ — .60	.53 — .59	.39 — .49
1943.....	.62		.58	.54	.67	.46
1944.....	.62		.58	.55	.66	.47
ONTARIO—						
Ottawa						
1939.....	.54½		.51 — .53	.37 — .59	.45 — .61	.39 — .45
1940.....	.54½		.51 — .53	.40 — .59	.45 — .56	.40 — .45
1941.....	.58½		.55 — .57	.44 — .63	.53 — .60	.44 — .49
1942.....	.63		.60 — .62	.49 — .66	.55 — .65	.49 — .53
1943.....	.68½		.65 — .67	.50 — .75	.60 — .70	.52½ — .58½
1944.....	.73½		.72	.64	.69	.61½

Table VII—(5) ELECTRIC STREET RAILWAYS*—Continued

Locality	CONDUCTORS AND MOTORMEN		LINEMEN†	SHOP AND BARN MEN‡	ELEC- TRICIANS(*)	TRACKMEN AND LABOURERS
	Maximum Rate per Hour**					
	One Man Car	Two Man Car	Average Rate per Hour	Average Rate per Hour	Average Rate per Hour	Average Rate per Hour
	\$	\$	\$	\$	\$	\$
Cornwall						
1939.....	.46	.....	.52	.38 — .54	.48 — .51	.35
1940.....	.48	.....	.55	.41 — .55	.50 — .55	.35
1941.....	.51	.....	.58	.44 — .57	.53 — .58	.36 — .38
1942.....	.58	.....	.61 — .64	.44½ — .62½	.64½	.34 — .51
1943.....	.62	.....	.59 — .69	.49 — .69	.69	.49
1944.....	.65	.....	.69	.67½	.71	.50
Toronto						
1939.....	.65§	.60	.72 — .78	.54 — .81	.60 — .79	.45 — .50
1940.....	.68§	.63	.75 — .81	.57 — .84	.63 — .82	.48 — .53
1941.....	.70§	.65	.77 — .83	.59 — .86	.65 — .84	.50 — .55
1942.....	.74§	.69	.86 — .92	.62 — .89	.69 — .92	.52½ — .59
1943.....	.78§	.73	.87 — .93	.60 — 1.00	.78 — .92	.57½ — .65
1944.....	.80§	.75	.93	.75	.89½	.64½
St. Catharines						
1939.....	.52§	.48	.50 — .55	.37 — .58	.53	.35
1940.....	.55§	.....	.55	.40 — .58	.50	.35 — .40
1941.....	.61§	.....	.61	.46 — .64	.56	.41 — .46
1942.....	.64§	.....	.64	.49 — .67	.64	.49
1943.....	.75§	.....	.75	.59 — .77	.75	.53
1944.....	.75§	.....	.76½	.75	.85	.55
Hamilton						
1939.....	.58	.....	.69	.48 — .58	.59	.50
1940.....	.60	.....	.71	.50 — .60	.61	.52
1941.....	.63	.....	.74	.53 — .63	.64	.55
1942.....	.69	.....	.80	.56 — .68	.70	.59 — .64
1943.....	.74	.....	.85	.61 — .76	.63 — .75	.61 — .66
1944.....	.77	.....	.85	.76½	.75	.64
Kitchener						
1939.....	.45	.45	.70 — .73	.40 — .50	.50	.40
1940.....	.....	.45§	.70 — .73	.45 — .50	.50	.45
1941.....	.....	.55§	.80 — .83	.45 — .60	.65	.45 — .50
1942.....	.....	.60§	.80 — .82½	.55 — .68	.68	.45 — .52½
1943.....	.....	.65††	.78 — .85	.65 — .80	.70	.50 — .60
1944.....	.....	.70††	.88	.74½	.70	.63
Port Arthur						
1939.....	.62	.....	.81 — .88	.57 — .65	.....	.42 — .51
1940.....	.62	.....	.81 — .88	.50 — .65	.....	.42 — .51
1941.....	.67	.....	.86 — .93	.55 — .70	.....	.47 — .56
1942.....	.71	.....	.90½ — .97½	.59 — .74	.....	.51 — .62
1943.....	.76	.....	.99½	.68 — .80	.....	.57 — .66
1944.....	.79	.....	1.02½	.78½	.....	.66
Fort William						
1939.....	.62	.....	.81 — .88	.50 — .75	.84	.49
1940.....	.62	.....	.....	.55 — .75	.84	.49
1941.....	.64½	.....	.....	.57½ — .77½	.94	.51½
1942.....	.69	.....	.97½	.59 — .84	1.04	.59
1943.....	.76	.....	.99½	.55 — .90	1.02	.57½ — .64
1944.....	.79	.....	1.00	.76	1.05	.67½
MANITOBA— Winnipeg						
1939.....	.60½§	.55½	.47½ — .90½	.42 — .69	.56½ — .69	.42
1940.....	.61½	.56½	.48½ — .90½	.43 — .70	.57½ — .70	.43
1941.....	.66½	.61½	.52½ — .94½	.47½ — .72½	.66 — .76½	.47½
1942.....	.68	.63	.54 — .96	.49 — .78	.67½ — .78	.44 — .49
1943.....	.75	.70	.81	.55 — .85	.75 — .85	.56
1944.....	.79	.74	.98	.75	.84	.60

Table VII—(5) ELECTRIC STREET RAILWAYS*—Concluded

Locality	CONDUCTORS AND MOTORMEN		LINEMEN†	SHOP AND BARN MEN‡	ELEC- TRICIANS(*)	TRACKMEN AND LABOURERS
	Maximum Rate per Hour**					
	One Man Car	Two Man Car	Average Rate per Hour	Average Rate per Hour	Average Rate per Hour	Average Rate per Hour
	\$	\$	\$	\$	\$	\$
SASKATCHEWAN						
Regina						
1939.....	.64	.....	.70	.50 — .65½	.70	.49 — .54
1940.....	.64	.....	.70	.50 — .68	.70	.49 — .54
1941.....	.67	.....	.73	.53 — .71	.73	.52 — .57
1942.....	.72	.....	.78	.58 — .76	.78	.54
1943.....	.79	.....	.85	.65 — .85	.80	.65
1944.....	.81	.....	.87½	.78	.82½	.66½
Saskatoon						
1939.....	.57	.....	.74	.44 — .65½	.65	.40½ — .42
1940.....	.59	.....	.74	.44 — .65½	.65	.40½ — .42
1941.....	.66½	.....	.....	.55 — .74½	.77	.48 — .52
1942.....	.70½	.....	.....	.58 — .80	.82½	.50 — .55
1943.....	.74	.....	.....	.60 — .82	.86	.52 — .57
1944.....	.76½	.....	.....	.72	.88½	.62½
ALBERTA—						
Calgary						
1939.....	.70	.65	.67 — .94½	.54 — .85	.80 — .95	.54 — .57½
1940.....	.70	.....	.67 — .94½	.54 — .85	.80 — .95	.54 — .57½
1941.....	.70	.....	.67 — .94½	.54 — .85	.80 — .95	.54 — .57½
1942.....	.70	.....	.67 — .95	.54 — .85	.80 — .95	.54 — .57½
1943.....	.74½	.....	1.06	.58½ — .89½	1.06	.54 — .62
1944.....	.79½	.....	1.11½	.77½	1.11½	.63½
Edmonton						
1939.....	.68½	.....	.86½	.53 — .84	.86½	.50 — .55
1940.....	.69½	.....	.88	.54 — .86	.88	.50 — .56
1941.....	.71	.....	.90	.54 — .90	.90	.50 — .56
1942.....	.74	.....	.93	.57 — .93	.93	.53 — .59
1943.....	.78½	.....	1.01	.74	.96	.55½ — .59½
1944.....	.81	.....	1.06	.75	1.01½	.63
BRITISH COLUMBIA						
Vancouver						
1939.....	.69	.63	.68½ — .97	.52 — .75	.70 — .75	.45½ — .54
1940.....	.69	.63	.68½ — .97	.52 — .75	.70 — .75	.45½ — .54
1941.....	.77½	.71½	.75 — 1.03	.60½ — .83½	.78½ — .83½	.58 — .62½
1942.....	.77½	.71½	.75 — 1.03	.60½ — .83½	.78½ — .83½	.58 — .62½
1943.....	.77½	.71½	1.06	.61 — .92	.77 — .84	.58 — .62½
1944.....	.85	.79	1.13½	.80	.87	.70
Victoria						
1939.....	.69	.....	.68½ — .97	.52 — .75	.70 — .75	.49½ — .54
1940.....	.69	.....	.68½ — .97	.52 — .75	.70 — .75	.49½ — .54
1941.....	.77½	.....	.75 — 1.03	.60½ — .83½	.78½ — .83½	.62½
1942.....	.77½	.....	.75 — 1.03	.60½ — .83½	.78½ — .83½	.62½
1943.....	.77½	.....	1.06	.61 — .92	.77 — .84	.62½
1944.....	.85	.....	1.13½	.83	.86	.70

* The wage rates are straight time hourly rates only and do not include the value of various allowances to employees such as, free transportation, uniforms, reporting times, group insurance, sick benefits, etc. These vary from city to city.

** Maximum rates based on length of service.

† Including troublemen and, in some cases, groundmen; in some localities line maintenance work is performed by employees of light, heat and power distribution utilities, rates for which are included here.

‡ Including shedmen, pitmen, cleaners, blacksmiths, carpenters, painters, etc.

(*) Including armature winders, wiremen, etc.

(§) Rate applies also to bus operators.

(††) Bus operators: 1943—63, 1944—73 cents per hour.

Table VII—(6) MOTOR TRANSPORT (LOCAL)

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Truck Drivers</i>			
Canada.....	.55	.57	.....
Maritime Provinces—			
Halifax.....	.53	.55	.51 — .71
Saint John.....	.54	.57	.45 — .64
Quebec—			
Montreal.....	.46	.46	.40 — .60
Ontario—			
Brantford.....	.51	.55	.46 — .61
Fort William.....	.60	.63	.62 — .65
Guelph.....	.45	.50	.42 — .54
Hamilton.....	.55	.57	.51 — .65
Kingston.....	.49	.51	.45 — .66
Kitchener.....	.52	.52	.47 — .54
London.....	.53	.54	.50 — .57
Oshawa.....	.58	.63	.52 — .73
Ottawa.....	.48	.54	.45 — .70
St. Catharines.....	.53	.53	.50 — .56
Sudbury.....	.43	.45	.42 — .50
Toronto.....	.57	.60	.52 — .67
Windsor.....	.60	.61	.53 — .67
Prairie Provinces—			
Winnipeg.....	.53	.55	.50 — .59
Saskatoon.....	.51	.53	.....
Regina.....	.50	.50	.47 — .52
Calgary.....	.54	.55	.50 — .57
Edmonton.....	.55	.59	.50 — .62
British Columbia—			
Vancouver.....	.70	.70	.69 — .72
Victoria.....	.63	.65	.63 — .69

Table VIII—WAGE RATES IN TELEPHONE COMMUNICATION,
1943 AND 1944

NOTE.—Standard or normal hours per week, male, 44-60 in 1944 with majority at 48.

Locality and Occupation	Average Ranges of Rates per Week*	
	1943	1944
	\$	\$
CANADA—		
Cablemen and Splicers.....	38.37—51.83	40.27—49.84
Linemen.....	28.52—47.82	31.17—49.06
Operators, Female.....	14.05—22.38	14.94—22.53
P.B.X. Installers.....	37.76—50.79	40.80—53.05
P.B.X. Repairmen.....	38.87—49.95	40.66—50.29
Station Installers.....	36.63—49.76	38.85—49.90
Station Repairmen.....	36.63—49.43	37.33—49.63
Supervisors, Female.....	22.04—29.14	22.08—30.33

*Ranges of provincial average rates shown to avoid disclosing confidential information.

Table IX.—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1944

NOTE.—Figures shown are averages and in case of hours, represent standard or normal hours per week. Not all of the establishments in the cities concerned are covered but the figures are considered to be representative.

(1) RETAIL

Occupation and Locality	Average Rate per Week	Average Hours ¹ per Week
	\$	
Accountants, Male	39.99	48
Montreal.....	41.79	44½
Toronto.....	47.90	42
Hamilton.....	40.95	40
London.....	42.26	50
Winnipeg.....	35.12	40½
Regina.....	38.73	49½
Saskatoon.....	42.10	45½
Calgary.....	44.91	41
Edmonton.....	51.49	41½
Vancouver.....		
Bookkeepers, Male	30.65	51
Quebec.....	33.33	48
Montreal.....	37.60	47
Toronto.....	36.47	50
Winnipeg.....	33.92	45½
Calgary.....	33.52	41
Edmonton.....	39.83	41½
Vancouver.....		
Bookkeepers, Female	22.84	42
Halifax.....	19.39	43
Saint John.....	17.73	49
Quebec.....	24.46	50
Montreal.....	23.06	44
Ottawa.....	24.09	42½
Toronto.....	23.23	43½
Hamilton.....	23.55	43
London.....	24.61	45½
Windsor.....	22.29	43
Winnipeg.....	21.61	43½
Regina.....	20.85	48
Saskatoon.....	22.55	43
Calgary.....	21.20	41½
Edmonton.....	22.77	42
Vancouver.....	19.92	43
Victoria.....		
Cashiers, Female	17.68	44½
Halifax.....	17.39	41
Saint John.....	14.64	52
Quebec.....	18.27	50½
Montreal.....	17.38	45
Ottawa.....	20.44	44
Toronto.....	19.32	45
Hamilton.....	18.41	44
London.....	21.81	46
Windsor.....	18.00	44
Winnipeg.....	19.77	43
Regina.....	19.56	46
Saskatoon.....	18.34	41
Calgary.....	18.41	40
Edmonton.....	20.50	39½
Vancouver.....	20.05	42
Victoria.....		

Table IX.—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1944—Continued

(1) RETAIL—Continued

Occupation and Locality	Average Rate per Week	Average Hours per Week
	\$	
Elevator Operators, Female		
Halifax.....	16.72	44
Montreal.....	17.61	49½
Ottawa.....	16.54	45½
Toronto.....	18.05	46
Hamilton.....	18.30	43
Winnipeg.....	17.04	40
Regina.....	16.58	41
Saskatoon.....	16.75	37½
Calgary.....	17.38	39
Vancouver.....	18.21	39½
General Office Clerks, Male		
Quebec.....	22.34	42
Montreal.....	27.21	48½
Ottawa.....	30.28	50
Toronto.....	31.58	45
Hamilton.....	26.73	43
Winnipeg.....	33.07	46½
Regina.....	30.20	43
Calgary.....	27.75	43
Vancouver.....	31.56	41
General Office Clerks, Female		
Halifax.....	18.23	44
Saint John.....	15.91	42
Quebec.....	13.37	50
Montreal.....	19.15	48½
Ottawa.....	18.93	44
Toronto.....	19.22	43
Hamilton.....	20.12	43
London.....	18.11	41
Windsor.....	20.44	44
Winnipeg.....	19.14	45
Regina.....	18.84	43
Calgary.....	20.92	44
Edmonton.....	20.55	41
Vancouver.....	21.04	41½
Janitors, Male		
Halifax.....	24.30	46
Montreal.....	25.43	50
Ottawa.....	25.54	42½
Toronto.....	26.57	42½
Hamilton.....	25.82	41
London.....	23.15	46
Windsor.....	28.55	40½
Winnipeg.....	26.89	45
Regina.....	27.46	45
Saskatoon.....	28.17	43
Calgary.....	24.38	41
Edmonton.....	25.31	40
Vancouver.....	25.82	40½
Office Appliance Operators		
Halifax.....	20.03	41
Saint John.....	16.11	42
Montreal.....	21.00	43

Table IX.—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1944—Continued
(1) RETAIL—Continued

Occupation and Locality	Average Rate per Week	Average Hours per Week
	\$	
Office Appliance Operators— <i>Concluded</i>		
Ottawa.....	19.45	42½
Toronto.....	21.94	42
Hamilton.....	20.49	41
Winnipeg.....	20.10	48
Regina.....	19.51	42
Calgary.....	19.68	47
Edmonton.....	19.29	39½
Vancouver.....	21.42	42½
Sales Clerks, Male		
Halifax.....	22.98	48
Saint John.....	25.48	45
Quebec.....	25.30	49
Montreal.....	28.03	50
Ottawa.....	28.52	46½
Toronto.....	29.85	45
Hamilton.....	29.66	46
London.....	31.48	46
Windsor.....	30.65	45
Winnipeg.....	30.84	45
Regina.....	26.05	45
Saskatoon.....	28.72	44½
Calgary.....	29.36	45
Edmonton.....	31.00	43½
Vancouver.....	31.55	42
Victoria.....	29.60	45½
Sales Clerks, Female		
Halifax.....	15.47	43
Saint John.....	14.58	42
Quebec.....	13.15	45
Montreal.....	17.95	49
Ottawa.....	17.63	46½
Toronto.....	19.28	45½
Hamilton.....	17.51	48
London.....	17.83	45
Windsor.....	17.30	45½
Winnipeg.....	17.94	45
Regina.....	17.75	43
Saskatoon.....	18.08	45
Calgary.....	17.91	43
Edmonton.....	17.92	41
Vancouver.....	19.64	42
Victoria.....	18.11	44
Shippers and Receivers, Male		
Halifax.....	29.80	45½
Saint John.....	26.07	45
Quebec.....	24.49	51
Montreal.....	26.19	49
Ottawa.....	26.61	46
Toronto.....	28.23	44
Hamilton.....	31.39	45
Winnipeg.....	30.92	44½
Regina.....	30.07	40
Saskatoon.....	26.24	46
Calgary.....	27.80	44
Edmonton.....	29.64	42
Vancouver.....	31.06	41½

Table IX.—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1944—Continued
(1) RETAIL—Concluded

Occupation and Locality	Average Rate per Week	Average Hours per Week
	\$	
Stenographers, Female		
Halifax.....	20.32	39½
Saint John.....	17.24	43
Quebec.....	18.07	53½
Montreal.....	22.76	45
Ottawa.....	19.56	43½
Toronto.....	23.28	42½
Hamilton.....	20.02	42
London.....	18.96	41½
Winnipeg.....	20.78	46½
Regina.....	18.32	43½
Saskatoon.....	20.41	46
Calgary.....	21.03	43½
Edmonton.....	20.32	41½
Vancouver.....	22.70	42
Victoria.....	18.61	43
Truck Drivers		
Halifax.....	28.07	45½
Saint John.....	28.19	46
Quebec.....	25.35	53½
Montreal.....	26.99	52½
Ottawa.....	28.25	50½
Toronto.....	32.35	48
Hamilton.....	28.84	46½
London.....	26.05	50
Windsor.....	30.39	48
Winnipeg.....	30.01	51½
Regina.....	27.09	48
Saskatoon.....	24.52	49
Calgary.....	26.48	44
Edmonton.....	27.22	42
Vancouver.....	34.54	45
Victoria.....	33.82	45½
Warehousemen		
Montreal.....	29.15	49
Ottawa.....	27.79	46
Toronto.....	28.33	48
Hamilton.....	28.07	51
London.....	27.06	52
Winnipeg.....	27.05	45
Regina.....	25.71	46
Calgary.....	28.20	45
Vancouver.....	31.90	40

Table IX.—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1944—Concluded
(2) WHOLESALE

Occupation and Locality	Average Rate per Week	Average Hours per Week
	\$	
Receiving and Shipping Clerks, Male		
Halifax.....	29.47	45
Saint John.....	29.70	47
Quebec.....	27.05	47
Montreal.....	30.00	45
Ottawa.....	28.59	44
Toronto.....	32.00	43
Hamilton.....	32.17	45
London.....	29.93	42
Windsor.....	32.71	42
Winnipeg.....	30.44	43
Regina.....	28.50	44½
Saskatoon.....	31.09	41
Calgary.....	30.64	44
Edmonton.....	30.02	44
Vancouver.....	33.78	42
Victoria.....	32.79	44½
General Office Clerks, Female		
Halifax.....	19.61	42
Saint John.....	21.38	44½
Montreal.....	21.67	40
Ottawa.....	19.61	49
Toronto.....	21.34	42
Hamilton.....	21.46	42
Winnipeg.....	19.09	42
Saskatoon.....	20.82	44
Calgary.....	21.87	46
Vancouver.....	21.58	44
Stenographers, Female		
Halifax.....	22.27	43½
Montreal.....	26.55	39½
Toronto.....	26.23	42
Winnipeg.....	22.83	42
Calgary.....	21.76	41½
Vancouver.....	22.30	43½
Warehousemen		
Halifax.....	25.59	44
Saint John.....	27.67	49
Montreal.....	25.15	47
Toronto.....	27.39	46½
Hamilton.....	29.49	43½
Winnipeg.....	27.61	43
Saskatoon.....	26.41	44
Calgary.....	27.97	46
Vancouver.....	26.71	41½

Table X.—WAGE RATES AND HOURS OF LABOUR IN SERVICE, 1944

(1) CIVIC EMPLOYEES

Locality	POLICE CONSTABLES		FIRE-FIGHTERS (a)	LABOURERS	
	Maximum Salary Per Year (b)	Standard Hours Per Week	Maximum Salary Per Year (b)	Wage Rate Per Hour	Standard Hours Per Week
	\$		\$		
Nova Scotia					
Halifax.....	1780	48	1852 — 1900	.50 — .60	44 — 48
Sydney.....	1680	56	1652	.60	48
Amherst.....	1375	84	.....	.49	48
Truro.....	1799	78	1319 (f)	.45	48
Glace Bay.....	1908	.....	.....	.63	48
Prince Edward Island					
Charlottetown.....	1380	56	.....	.37½	53
New Brunswick					
Saint John.....	1700	56	1700	.52½	48
Moncton.....	1799	48	1835 (g)	.44½ — .54½	48
Fredericton.....	1440	70	1320	.50	48
Campbellton.....	1968	44	.....	.50½	44
Quebec					
Montreal.....	2300	48	2400	.52½ — .60	44
Westmount.....	2150	48	2250	.52½ — .57½	50
Quebec.....	1665	84	1665	.45	48
Levis.....	.....	.....	.....	.40 — .50	56
Three Rivers.....	1794	72	1794	.50	48
Sherbrooke.....	1612	72	1612	.48	48
Hull.....	1694	84	1644	.45	44
St. Hyacinthe.....	1576 (c)	60	1576 (c)	.....	.....
Lachine.....	1710	48	1710	.45 — .55	48
Magog.....	1534	60	.....	.48	48
Shawinigan Falls.....	1630	.....	1630	.54 — .59	48
Sorel.....	1560	.....	1560	.45	48
Verdun.....	2200	48	2300	.60 — .65	44
Ontario					
Ottawa.....	2067 — 2119	48	1903 — 1955	.54	44
Cornwall.....	1750	48	1550	.55	44
Brockville.....	1476	70	1531	.50	49½
Kingston.....	1550	48	1550	.46	48
Belleville.....	1810	60	1448	.45 — .50	49
Peterborough.....	1829	54	1779	.52 — .57	48
Oshawa.....	2050	54	2000	.60	44
Orillia.....	1543	48	.....	.47½	50
Toronto.....	2295	48	2559 — 2624	.76	44
Hamilton.....	2151	48	2161	.63½	44
St. Catharines.....	1816	54	1863	.57 — .62	50 — 54
Niagara Falls.....	2044	60	1944	.60	48
Brantford.....	2066	56	2066	.62½	44
Galt.....	1800	72	1450	.53 — .63	44
Guelph.....	1822	48	1677	.64	44
Kitchener.....	1894	48	1995 (h)	.65	44
Woodstock.....	1400	54	1552	.....	.....
Stratford.....	1820	54	1762	.62	44
London.....	2155	48	2079	.65	48
St. Thomas.....	2178	60	1878	.66½	49
Chatham.....	1700	54	1680	.52 — .57	48
Windsor.....	2217	48	2100	.69	44
Sarnia.....	1974	54	1914	.68	48
Owen Sound.....	1980	48	1579	.47	50
North Bay.....	1889	54	1839	.60	44
Sudbury.....	1560 — 1800	54	1784 — 1836	.57 — .59	48
Sault Ste. Marie.....	1848	48	1924	.57½ — .65	48
Port Arthur.....	2220 (d)	54	1980	.65½	44
Fort William.....	2160 (d)	54	1920	.60 — .68	44

Table X.—WAGE RATES AND HOURS OF LABOUR IN SERVICE, 1944—Concluded
(1) CIVIC EMPLOYEES—Concluded

Locality	POLICE CONSTABLES		FIRE-FIGHTERS (a)	LABOURERS	
	Maximum Salary Per Year (b)	Standard Hours Per Week	Maximum Salary Per Year (b)	Wage Rate Per Hour	Standard Hours Per Week
	\$		\$		
Manitoba					
Winnipeg.....	2004—2052(e)	48	2004 — 2052	.47 — .55	48
Brandon.....	1575	48	1596 — 1692	.49	44
St. Boniface.....	1800	48	1800	.51 — .63	44
Saskatchewan					
Regina.....	2256	48	2100 (i)	.55½ — .56	43
Saskatoon.....	1932 — 1956	48	1902 — 1974	.47 — .62	45
Moose Jaw.....	2002	56	1822	.56	44
Prince Albert.....	1860	48	1680		
Alberta					
Calgary.....	2142	48	1962	.53 — .62	40 — 48
Edmonton.....	2040	48	2076	.60 — .66	44
Lethbridge.....	1898	48	1825		
Medecine Hat.....	1759	48	1759	.49½ — .59½	44
British Columbia					
Vancouver.....	2060 — 2171	48	2010 — 2118	.66 — .71	40
Victoria.....	1927 — 2041	48	1889 — 2025	.75	40
New Westminster.....	2120	48	2058	.75	44
Nelson.....	1620 — 1680	48	1740		
Nanaimo.....			1680	.68	44
Prince Rupert.....			1820 — 1931	.74	44

- (a) Standard hours: most firefighters work under the two-platoon system with one day off in seven.
 (b) Where two rates are shown, the first or lower is the maximum rate for a single man, the second or higher is the maximum rate for a married man.
 (c) Rent, fuel, light and clothing included and exemption from municipal taxes.
 (d) Plus \$5 per month after 10 years and \$10 after 15 years.
 (e) Plus 10 cents per day after 10 years and 20 cents after 15 years.
 (f) Rent, fuel and light included.
 (g) Drivers of apparatus only; others on call.
 (h) Plus \$7.50 per month after 10 years.
 (i) Plus \$5 per month after every 5 years service.

Table X—(2) LAUNDRY WORKERS

Occupation and Locality	1944	
	Average Wage Rate per Hour	Range of Rates per Hour
<i>Checkers, and Markers Female</i>		
Canada.....	\$.33	\$
Maritime Provinces.....	.28	.25 — .30
Quebec.....	.31	.25 — .38
Ontario.....	.34	.25 — .41
Prairie Provinces.....	.32	.21 — .39
British Columbia.....	.37	.32 — .42
<i>Extractor Operators, Male</i>		
Canada.....	.51	.....
Quebec.....	.46	.38 — .60
Ontario.....	.51	.35 — .70
Prairie Provinces.....	.49	.40 — .52
British Columbia.....	.59	.52 — .67
<i>Folders, Female</i>		
Canada.....	.32	.....
Maritime Provinces.....	.27	.....
Quebec.....	.31	.22 — .35
Ontario.....	.33	.24 — .37
Prairie Provinces.....	.29	.25 — .42
British Columbia.....	.39	.34 — .47
<i>Ironers and Pressers, Female</i>		
Canada.....	.33	.....
Maritime Provinces.....	.26	.22 — .30
Quebec.....	.32	.24 — .45
Ontario.....	.34	.26 — .49
Prairie Provinces.....	.30	.26 — .35
British Columbia.....	.37	.32 — .41
<i>Mangle Room Workers, Female</i>		
Canada.....	.32	.....
Maritime Provinces.....	.26	.24 — .28
Quebec.....	.29	.20 — .35
Ontario.....	.33	.27 — .35
Prairie Provinces.....	.30	.25 — .35
British Columbia.....	.35	.32 — .40
<i>Shirt and Collar Finishers, Female</i>		
Canada.....	.32	.....
Maritime Provinces.....	.25	.21 — .34
Quebec.....	.32	.20 — .40
Ontario.....	.35	.26 — .45
Prairie Provinces.....	.31	.26 — .35
British Columbia.....	.37	.32 — .42
<i>Sorters, Female</i>		
Canada.....	.33	.....
Maritime Provinces.....	.29	.26 — .34
Quebec.....	.31	.21 — .37
Ontario.....	.37	.26 — .45
Prairie Provinces.....	.30	.21 — .39
British Columbia.....	.35	.32 — .38
<i>Starchers, Female</i>		
Canada.....	.33	.....
Maritime Provinces.....	.25	.23 — .26
Quebec.....	.32	.29 — .49
Ontario.....	.31	.28 — .36
Prairie Provinces.....	.32	.27 — .36
British Columbia.....	.36	.34 — .41
<i>Washers, Male</i>		
Canada.....	.55	.....
Maritime Provinces.....	.53	.42 — .62
Quebec.....	.51	.40 — .70
Ontario.....	.54	.44 — .69
Prairie Provinces.....	.55	.37 — .75
British Columbia.....	.64	.54 — .73

Table X—(3) GARAGE MECHANICS

Occupation and Locality	1943	1944	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
Canada.....	.75	.75	.....
Nova Scotia.....	.71	.72	.....
Halifax.....	.68	.71	.60 — .80
Truro.....	.68	.65	.57 — .65
New Glasgow.....	.57	.58	.55 — .60
Sydney.....	.83	.82	.72 — .85
New Brunswick.....	.56	.61	.....
Fredericton.....	.54	.56	.50 — .63
Moncton.....	.56	.63	.52 — .69
Saint John.....	.59	.62	.60 — .66
Quebec.....	.70	.68	.....
Montreal.....	.74	.72	.60 — .85
Quebec.....	.65	.65	.60 — .69
Sherbrooke.....	.65	.65	.60 — .72
Hull.....	.65	.65	.45 — .65
Trois Rivières.....	.58	.57	.42 — .67
Ontario.....	.74	.76	.....
Fort William and Port Arthur.....	.76	.77	.64 — .82
Hamilton.....	.69	.70	.55 — .82
London.....	.66	.71	.60 — .81
Ottawa.....	.78	.80	.62 — 1.05
Sudbury.....	.74	.75	.65 — .82
Toronto.....	.78	.80	.65 — 1.02
Galt.....	.64	.62	.55 — .70
Brantford.....	.69	.68	.57 — .74
Oshawa.....	.68	.69	.65 — .74
Peterborough.....	.62	.67	.52 — .79
St. Catharines.....	.75	.77	.72 — .82
Timmins.....	.73	.71	.60 — .77
Belleville.....	.65	.67	.57 — .77
Windsor.....	.90	.90	.82 — .92
Cornwall.....	.63	.68	.63 — .72
Kingston.....	.70	.73	.62 — .82
Kirkland Lake.....	.72	.72	.57 — .88
Kitchener.....	.68	.68	.60 — .80
Niagara Falls.....	.70	.69	.62 — .72
Sarnia.....	.68	.72	.67 — .74
Manitoba.....	.67	.69	.....
Brandon.....	.68	.66	.55 — .75
Winnipeg.....	.67	.69	.57 — .77
Saskatchewan.....	.68	.67	.....
Moose Jaw.....	.66	.66	.57 — .77
Regina.....	.69	.69	.65 — .75
Saskatoon.....	.66	.67	.57 — .74
Alberta.....	.78	.82	.....
Calgary.....	.76	.85	.67 — .92
Edmonton.....	.83	.82	.72 — .92
Lethbridge.....	.73	.71	.65 — .75
Medicine Hat.....	.67	.72	.60 — .77
British Columbia.....	.86	.88	.....
Prince Rupert.....	.84	.90	.82 — .92
Vancouver.....	.86	.89	.78 — .94
Victoria.....	.87	.86	.72 — .92

TABLE XI.—HOURS OF LABOUR

(1) STANDARD OR NORMAL HOURS OF LABOUR PER WEEK FOR MALE WORKERS
IN CANADA BY INDUSTRY, 1944

NOTE.—Figures shown for Manufacturing, Trade, and Service are weighted averages while those for Logging, Mining, Construction and Transportation are predominant hours. Office employees are not included.

Industry	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
<i>Logging</i>						
Eastern Canada (Ontario and East)....	48—60 with most at 60; in Nova Scotia, 54 hours most common except for cooks.					
Western Canada (British Columbia)....	48 throughout industry.					
<i>Mining</i>						
Coal Mining.....	47 — 60	N.S. 47 and 48 N.B. 48 and 54	.....	.....	Sask. 47½ — 60 Alta. 48 and 54	48
Metal Mining.....	48 underground; 48—56 mill and surface operations.					
<i>Manufacturing</i>	48.2	48.7	49.3	48.1	48.3	46.0
Textile Products.....	50.0	50.8	50.6	49.4	43.7	44.4
Primary Textile Products.....	51.0	51.0	51.4	50.6	45.5	46.5
Cotton Yarn and Cloth.....	51.2	51.7	51.0	51.6	.....	.....
Woollen Yarn and Cloth.....	51.4	51.9	51.4	51.4	.....	48.0
Knitting—Hosiery, Underwear and Outerwear.....	50.6	49.4	52.5	49.2	45.5	44.6
Rayon Yarn and Fabric.....	50.8	.....	51.4	50.0	.....	.....
Clothing.....	44.9	46.8	45.5	44.4	43.5	43.1
Men's and Boy's Suits and Overcoats	44.5	47.5	44.9	44.1	.....	42.5
Work Clothing.....	46.3	45.3	44.1	46.1	44.0	44.0
Shirts.....	48.6	.....	48.8	48.5	.....	.....
Women's and Children's Coats and Suits.....	41.6	.....	41.6	41.6	.....	42.1
Women's and Children's Dresses....	45.3	.....	46.7	45.1	41.2	44.0
Rubber Products.....	49.3	.....	51.3	48.6	.....	.....
Pulp and Paper Products.....	47.7	48.1	48.5	47.2	45.8	47.5
Pulp and its Products.....	48.7	48.5	48.8	48.6	48.0	49.2
Paper Boxes.....	49.8	48.5	51.6	49.5	46.9	48.0
Printing and Publishing.....	45.5	45.4	46.4	45.5	45.3	43.6
Newspaper Printing.....	46.3	45.5	47.7	46.4	46.0	43.6
Job Printing and Publishing.....	44.7	44.9	44.7	44.8	44.4	43.7
Lithographing, Photo-Engraving, etc.)	.....	.....	.....	.....	.....	.....
Lumber and its Products.....	51.8	54.9	56.6	51.6	51.5	47.9
Sawmill Products.....	53.3	56.5	59.2	58.8	59.3	48.1
Planing Mills, Sash, Doors, etc.....	50.8	51.8	53.9	50.6	49.3	46.0
Furniture.....	49.2	54.6	53.5	47.7	44.4	44.0
Edible Plant Products.....	52.2	50.2	56.2	52.2	49.6	47.4
Flour.....	49.8	.....	54.8	49.4	48.8	44.1
Bread and Cake.....	54.1	50.9	57.9	54.3	52.0	48.0
Biscuits.....	50.7	49.6	53.3	51.2	46.6	47.9
Confectionery.....	49.0	47.5	48.7	49.1	.....	.....
Fruits and Vegetables, Canned.....	54.0	61.3	54.0	54.4	48.3	51.0
Fur Products.....	47.1	47.0	51.4	42.4	42.1	.....
Leather and its Products.....	50.3	48.0	51.2	49.9	52.2	45.2
Leather (Tanning).....	50.9	50.0	53.5	50.7	54.0	48.0
Boots and Shoes.....	49.9	48.0	51.0	48.6	48.0	45.0
Edible Animal Products (Meat Products)	50.0	48.0	54.0	48.8	49.6	48.0

Table XI.—HOURS OF LABOUR—Concluded

(1) STANDARD OR NORMAL HOURS OF LABOUR PER WEEK FOR MALE WORKERS
IN CANADA BY INDUSTRY, 1944—Concluded

Industry	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Iron and its Products.....	47.4	47.7	48.2	47.6	47.5	45.0
Crude, Rolled and Forged Products...	50.0	54.7	54.2	49.0	48.6	.....
Foundry and Machine Shop Products...	49.0	47.9	50.5	49.6	46.1	44.1
Machinery, Engines, Boilers, Tanks, etc	46.7	45.5	47.1	46.9	48.1	44.2
Aircraft.....	47.6	.....	47.7	47.2	48.0	48.0
Shipbuilding (Steel Ships).....	46.1	44.5	48.2	49.8	.....	44.0
Automobiles, Trucks, etc., Equipment and Parts.....	46.2	.....	.....	46.2	56.4	44.0
Stoves, Furnaces, etc.....	49.6	48.0	54.3	48.9	.....	44.0
Agricultural Implements.....	48.3	51.0	54.0	48.2	47.3	.....
Sheet Metal Products.....	47.6	44.2	47.6	48.3	46.7	44.7
Tobacco Products.....	47.9	44.0	48.0	47.6	.....	.....
Beverages (Brewery Products).....	47.2	47.2	49.5	45.9	45.1	44.2
Electric Current Production and Distri- bution.....	47.9	48.7	48.2	47.7	47.4	47.8
Electrical Apparatus and Supplies.....	46.3	.....	45.8	46.7	44.0	48.0
Radio Sets and Parts.....	46.7	.....	46.6	46.8	.....	.....
Electrical Machinery, etc.....	46.1	.....	45.1	46.7	44.0	48.0
Construction.....	40 — 60	44 — 48	44 — 50*	40 — 60	40 — 60	40 — 48
Transportation, Storage and Communication	<p>Hours on duty for officers, seamen, deckhands, etc., generally average twelve per day (watches—six hours on, six hours off) seven days per week except when in port; for engineers, firemen, oilers, etc., hours generally average eight per day, but twelve in some cases; for stewards, cooks, etc., hours vary according to requirements. All classes may be required for extra duty at any time, especially in the Great Lakes and Upper St. Lawrence service when passing through canals. On most of the British Columbia coastal passenger vessels hours for all classes average eight per day, 6 days per week, with extra pay for overtime. Some of the tug-boat employees in all areas are on the eight-hour day.</p>					
Transportation and Storage						
Water Transportation (Inland and Coastal).						
Steam Railways.....	48 in all provinces.					
Electric Street Railways.....	40 — 63	48 — 63	48 — 56	44 — 60	40 — 48	44 — 48
Grain Elevators.....	49.0	48.3	56.2	48.4	50.0	46.0
Communication—Telephone.....	44 — 60	48	44 — 60	44 — 54	42 — 48	44 — 48
Trade						
Wholesale.....	45.9	46.9	47.8	45.1	45.1	46.0
Retail.....	47.8	46.2	50.4	47.8	45.6	44.2
Service						
Laundries.....	49.2	50.0	52.8	47.7	48.4	47.8
Garage (Mechanics).....	51.4	52.3	52.5	52.6	50.5	45.9

*Cities of Montreal and Quebec only.

Table XI.—(2) PERCENTAGE DISTRIBUTION OF MALE EMPLOYEES IN MANUFACTURING ACCORDING
TO STANDARD OR NORMAL HOURS OF WORK PER WEEK, 1944

CANADA

Industry	Number of Workers † covered in returns	STANDARD OR NORMAL HOURS PER WEEK											
		Less than 40	40	41—43	44	45—47	48	49—50	51—53	54	55	56—59	60*
		%	%	%	%	%	%	%	%	%	%	%	%
Textile Products.....	36,459	.....	5	1	16	3	26	30	1	4	14	.....	.....
Pulp and Paper Products.....	46,780	.....	4	2	18	8	56	2	2	6	1	.....	1
Lumber and Products.....	40,657	.....	.....	.....	6	12	28	9	1	8	9	7	20
Edible Plant Products.....	16,844	.....	.....	.....	4	5	38	12	2	23	3	10	3
Fur Products.....	1,672	.....	39	2	23	2	17	.....	11	1	5	.....	.....
Leather Products.....	11,169	.....	.....	.....	1	8	10	54	2	3	20	1	1
Edible Animal Products.....	15,560	.....	.....	.....	1	.....	32	43	1	15	7	.....	1
Iron and Products.....	248,414	.....	8	.....	21	6	43	10	.....	4	3	2	3
Tobacco Products.....	3,173	.....	.....	.....	4	.....	89	3	.....	.....	4	.....	.....
Beverages.....	5,785	1	.....	.....	19	5	67	6	.....	1	1	.....	.....
Electrical Apparatus.....	19,341	.....	.....	2	23	3	59	11	.....	1	1	.....	.....
Electric Current Production and Distribution.....	15,188	1	1	.....	10	1	76	3	.....	1	.....	4	3

† Number of male workers employed in plants covered in the wage returns.

* No Standard or Normal Week of more than 60 hours reported.

Table XI—(3) PERCENTAGE DISTRIBUTION OF MALE EMPLOYEES IN MANUFACTURING ACCORDING
TO STANDARD OR NORMAL HOURS OF WORK PER WEEK, 1944
MARITIME PROVINCES

Industry	Number of Workers covered than in returns	STANDARD OR NORMAL HOURS PER WEEK											
		Less 40	40	41—43	44	45—47	48	49—50	51—53	54	55	56—59	60
		%	%	%	%	%	%	%	%	%	%	%	%
Textile Products.....	1,387	.....	.....	.....	3	22	3	62	5	1	4	.....	.....
Pulp and Paper Products.....	2,718	.....	.....	.....	4	6	73	1	.....	12	.....	.....	4
Lumber and Products.....	3,841	.....	.....	.....	1	.....	4	16	2	46	6	12	13
Edible Plant Products.....	772	.....	.....	.....	31	.....	10	14	1	44	.....	.....	.....
Fur Products.....	19	.....	.....	74	.....	26	.....	.....	.....	.....	.....	.....	.....
Leather Products.....	215	.....	.....	.....	.....	.....	84	2	14	.....	.....	.....	.....
Edible Animal Products.....	329	.....	.....	.....	.....	.....	89	11	.....	.....	.....	.....	.....
Iron and Products.....	18,709	.....	.....	.....	44	.....	37	1	.....	1	.....	16	1
Tobacco Products.....	13	.....	.....	.....	100	.....	.....	.....	.....	.....	.....	.....	.....
Beverages.....	241	.....	.....	.....	69	.....	.....	.....	.....	31	.....	.....	.....
Electric Current Production and Distribution....	1,031	.....	.....	.....	17	.....	57	.....	.....	13	.....	13	.....

Table XI—(4) PERCENTAGE DISTRIBUTION OF MALE EMPLOYEES IN MANUFACTURING ACCORDING
TO STANDARD OR NORMAL HOURS OF WORK PER WEEK, 1944—Continued
QUEBEC

Industry	Number of Workers covered in returns	STANDARD OR NORMAL HOURS PER WEEK											
		Less than 40	40	41—43	44	45—47	48	49—50	51—53	54	55	56—59	60
		%	%	%	%	%	%	%	%	%	%	%	%
Textile Products.....	20,274	.....	4	.....	13	1	40	19	1	1	21	.....	.....
Rubber Products.....	3,284	5	.....	.....	.....	.....	.....	61	.....	23	11	.....	.....
Pulp and Paper Products.....	19,938	1	2	.....	12	3	65	3	1	10	2	.....	1
Lumber and Products.....	9,379	.....	.....	.....	.....	2	5	8	1	3	22	14	45
Edible Plant Products.....	3,705	1	.....	.....	.....	2	5	5	1	64	10	4	8
Fur Products.....	937	.....	33	.....	13	1	25	.....	19	2	7	.....	.....
Leather and Products.....	5,521	.....	.....	.....	2	.....	13	40	2	5	34	2	2
Edible Animal Products.....	3,138	.....	.....	.....	.....	.....	1	2	.....	74	19	.....	4
Iron and Products.....	63,690	.....	.....	.....	3	13	65	8	.....	7	2	.....	2
Tobacco Products.....	2,609	.....	.....	.....	1	.....	96	.....	.....	.....	2	1	.....
Beverages.....	2,501	2	.....	.....	2	.....	93	.....	.....	.....	3	.....	.....
Electric Current Production and Distribution.....	5,350	4	.....	.....	.....	.....	90	.....	.....	.....	.....	6	.....
Electrical Apparatus.....	7,988	.....	.....	.....	1	1	94	3	.....	1	.....	.....	.....

Table XI—(5) PERCENTAGE DISTRIBUTION OF MALE EMPLOYEES IN MANUFACTURING ACCORDING
TO STANDARD OR NORMAL HOURS OF WORK PER WEEK, 1944—Continued
ONTARIO

Industry	Number of Workers covered in returns	STANDARD OR NORMAL HOURS PER WEEK											
		Less than 40	40	41-43	44	45-47	48	49-50	51-53	54	55	56-59	60
		%	%	%	%	%	%	%	%	%	%	%	%
Textile Products.....	14,017	.....	5	.....	20	5	10	44	1	10	5	.....	.....
Rubber Products.....	10,337	3	21	.....	7	.....	22	28	.....	12	7	.....	.....
Pulp and Paper Products.....	17,064	.....	8	4	26	11	45	2	4	.....	.....	.....	.....
Lumber and Products.....	12,972	.....	.....	.....	8	32	6	15	.....	3	9	9	18
Edible Plant Products.....	8,862	.....	.....	.....	1	5	45	17	3	7	2	17	3
Fur Products.....	499	.....	44	.....	43	3	10	.....	.....	.....	.....	.....	.....
Leather and Products.....	5,128	.....	.....	.....	1	15	1	73	.....	2	8	.....	.....
Edible Animal Products.....	4,344	1	.....	.....	1	.....	60	28	2	.....	8	.....	.....
Iron and Products.....	125,139	.....	15	1	11	5	37	16	1	5	4	1	4
Tobacco Products.....	551	.....	.....	.....	16	.....	60	12	.....	.....	12	.....	.....
Beverages.....	1,656	.....	.....	.....	4	6	70	20	.....	.....	.....	.....	.....
Electric Current Production and Distribution.....	5,698	.....	.....	.....	17	1	62	10	.....	.....	.....	2	8
Electrical Apparatus.....	10,163	.....	1	5	41	6	28	15	.....	2	2	.....	.....

Table XI—(6) PERCENTAGE DISTRIBUTION OF MALE EMPLOYEES IN MANUFACTURING ACCORDING
TO STANDARD OR NORMAL HOURS OF WORK PER WEEK, 1944—Continued
PRAIRIE PROVINCES

Industry	Number of Workers covered in returns	STANDARD OR NORMAL HOURS PER WEEK											
		Less than 40	40	41-43	44	45-47	48	49-50	51-53	54	55	56-59	60
		%	%	%	%	%	%	%	%	%	%	%	%
Textile Products.....	643	.....	39	.....	43	1	1	11	.....	5	.....	.....	.....
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Pulp and Paper Products.....	2,588	.....	.....	5	46	21	28	.....	.....	.....	.....	.....	.....
Lumber and Products.....	2,296	.....	.....	.....	22	6	10	12	.....	6	3	1	40
Edible Plant Products.....	2,369	.....	.....	.....	2	2	64	7	4	21	.....	.....	.....
Fur Products.....	215	.....	56	11	20	5	4	2	.....	2	.....	.....	.....
Leather and Products.....	145	.....	.....	.....	.....	52	6	27	.....	15	.....	.....	.....
Edible Animal Products.....	6,801	.....	.....	.....	1	.....	17	79	.....	1	2	.....	.....
Iron and Products.....	7,278	.....	.....	.....	15	2	56	24	1	.....	.....	.....	2
Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Beverages.....	974	.....	.....	.....	46	19	35	.....	.....	.....	.....	.....	.....
Electric Current Production and Distribution.....	1,878	1	5	1	7	2	84	.....	.....	.....	.....	.....	.....
Electrical Apparatus.....	615	.....	.....	.....	31	.....	.....	66	.....	3	.....	.....	.....

Table XI—(7) PERCENTAGE DISTRIBUTION OF MALE EMPLOYEES IN MANUFACTURING ACCORDING
TO STANDARD OR NORMAL HOURS OF WORK PER WEEK, 1944—Concluded
BRITISH COLUMBIA

Industry	Number of Workers covered in returns	STANDARD OR NORMAL HOURS PER WEEK											
		Less than 40	40	41—43	44	45—47	48	49—50	51—53	54	55	56—59	60
		%	%	%	%	%	%	%	%	%	%	%	%
Textile Products.....	138	.....	8	21	52	.....	19	.....	.....	.....	.....	.....	.....
Rubber Products.....	33	.....	.....	.....	.....	73	.....	27	.....	.....	.....	.....	.....
Pulp and Paper Products.....	4,472	.....	4	.....	5	13	67	.....	.....	11	.....	.....	.....
Lumber and Products.....	12,169	.....	.....	.....	7	3	82	1	1	6	.....	.....	.....
Edible Plant Products.....	1,136	.....	.....	.....	25	16	58	.....	.....	1	.....	.....	.....
Fur Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Leather and Products.....	160	.....	.....	.....	.....	.....	100	.....	.....	.....	.....	.....	.....
Edible Animal Products.....	948	.....	.....	2	1	.....	97	.....	.....	.....	.....	.....	.....
Iron and Products.....	33,600	.....	.....	.....	78	1	21	.....	.....	.....	.....	.....	.....
Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Beverages.....	413	.....	.....	.....	95	.....	5	.....	.....	.....	.....	.....	.....
Electric Current Production and Distribution...	1,231	.....	.....	.....	14	.....	86	.....	.....	.....	.....	.....	.....
Electrical Apparatus.....	575	.....	.....	.....	36	.....	64	.....	.....	.....	.....	.....	.....

APPENDIX WAGES IN AGRICULTURE, 1944

SOURCE OF DATA: Quarterly Bulletin of Agricultural Statistics—figures compiled from reports made by farm correspondents in all provinces

Province	January 15						May 15						August 15					
	DAILY			MONTHLY			DAILY			MONTHLY			DAILY			MONTHLY		
	With Board	Without Board		With Board	Without Board		With Board	Without Board		With Board	Without Board		With Board	Without Board		With Board	Without Board	
		\$	\$		\$	\$		\$	\$		\$	\$		\$	\$		\$	\$
Canada.....	2.45	3.32	49.44	72.49	2.76	3.58	61.38	81.92	3.53	4.36	65.99	88.31	3.53	4.36	65.99	88.31	3.53	4.36
Prince Edward Island.....	2.03	2.60	41.21	55.00	2.08	2.70	47.66	69.22	2.45	3.10	49.42	69.77	2.45	3.10	49.42	69.77	2.45	3.10
Nova Scotia.....	2.78	3.56	60.87	84.00	2.61	3.40	53.88	76.50	2.94	3.74	55.12	75.44	2.94	3.74	55.12	75.44	2.94	3.74
New Brunswick.....	2.61	3.33	63.57	81.90	2.91	3.68	63.33	87.97	3.02	3.73	66.83	89.93	3.02	3.73	66.83	89.93	3.02	3.73
Quebec.....	2.44	3.20	52.70	74.87	2.47	3.21	56.22	77.08	2.73	3.50	61.04	81.74	2.73	3.50	61.04	81.74	2.73	3.50
Ontario.....	2.72	3.57	51.02	73.01	2.90	3.78	56.39	77.04	3.26	4.09	59.13	79.64	3.26	4.09	59.13	79.64	3.26	4.09
Manitoba.....	2.27	3.13	43.91	65.10	2.87	3.78	63.89	85.83	4.49	5.53	71.46	91.33	4.49	5.53	71.46	91.33	4.49	5.53
Saskatchewan.....	2.11	3.03	44.00	67.47	2.98	4.00	69.83	93.31	4.58	5.42	75.27	99.49	4.58	5.42	75.27	99.49	4.58	5.42
Alberta.....	2.46	3.38	54.63	78.63	2.97	3.78	68.25	93.21	3.78	4.72	72.31	98.16	3.78	4.72	72.31	98.16	3.78	4.72
British Columbia.....	3.07	3.92	60.44	83.04	3.17	4.00	65.47	90.56	3.53	4.39	70.33	95.75	3.53	4.39	70.33	95.75	3.53	4.39

APPENDIX—WAGES IN AGRICULTURE, 1944—Concluded

The information given below has been reproduced from a bulletin on "Farm Wages in Canada", issued September 29, 1945, by the Dominion Bureau of Statistics—Agricultural Branch. The figures were compiled from reports made by farm correspondents in all provinces.

Farm Wage Rates August 15, 1943, 1944 and 1945.

The general trend in farm wages continues up with wages by the day in only Manitoba and Saskatchewan showing decreases at August 15, 1945, as compared with August, 1944. The average wages per day of male farm help showed decreases of from 50 cents to 60 cents in Manitoba and Saskatchewan. The wages per day in these two provinces, though lower than the high wages occasioned by the heavy crops of 1944, were still considerably higher than the wages paid in 1943. The demand for day help in the west was moderated by the smaller harvests of 1945, while the assistance from eastern help, military leaves, etc., helped fill the demand. All other provinces showed moderate increases in the average wages per day of male farm help.

The average wages per month of male farm help showed substantial increases over August, 1944, in all provinces indicating the continued demand for steady help. The largest increases occurred in Nova Scotia and New Brunswick. New Brunswick also had the highest average wage with board at \$80.63 per month. Saskatchewan and Alberta followed while Prince Edward Island at \$52.59 had the lowest. The highest average wage at \$111.00 per month without board occurred in Alberta with New Brunswick next, followed closely by British Columbia and Saskatchewan and with Prince Edward Island again lowest with a wage rate of \$76.25.

The Canada average wage rates are calculated using a relative weighting for the provinces. These provincial weightings have been revised this year and the revisions have been carried back to previous years on a comparable basis.

Table 1—AVERAGE WAGES OF MALE FARM HELP PER DAY AS AT AUGUST 15, 1943, 1944 AND 1945

	WITH BOARD			WITHOUT BOARD		
	1943	1944	1945	1943	1944	1945
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	1.88	2.45	2.55	2.44	3.10	3.36
Nova Scotia.....	2.57	2.94	3.43	3.19	3.74	4.21
New Brunswick.....	2.71	3.02	3.52	3.52	3.73	4.32
Quebec.....	3.48	2.73	3.22	4.70	3.50	4.12
Ontario.....	4.04	3.26	3.46	5.73	4.09	4.36
Manitoba.....	3.41	4.49	3.97	4.20	5.53	4.98
Saskatchewan.....	3.42	4.58	4.00	4.05	5.42	4.85
Alberta.....	3.30	3.78	4.04	4.19	4.72	4.94
British Columbia.....	3.28	3.53	3.85	4.18	4.39	4.64
Canada.....	3.38	3.53	3.55	4.42	4.36	4.50

Table 2—AVERAGE WAGES OF MALE FARM HELP PER MONTH AS AT AUGUST 15, 1943, 1944 AND 1945

	WITH BOARD			WITHOUT BOARD		
	1943	1944	1945	1943	1944	1945
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	39.64	49.42	52.59	53.95	69.77	76.25
Nova Scotia.....	47.50	55.12	69.15	66.25	75.44	91.44
New Brunswick.....	64.33	66.83	80.63	85.93	89.93	103.46
Quebec.....	61.70	61.04	68.83	83.83	81.74	92.36
Ontario.....	64.53	59.13	64.34	89.51	79.64	87.39
Manitoba.....	59.93	71.46	74.84	80.11	91.33	97.76
Saskatchewan.....	59.08	75.27	77.31	78.19	99.49	101.92
Alberta.....	62.23	72.31	77.19	88.67	98.16	111.00
British Columbia.....	63.71	70.33	76.56	87.11	95.75	102.92
Canada.....	61.81	65.99	71.68	84.76	88.31	97.22

REPORT OF THE
CANADIAN GOVERNMENT DELEGATES
to the
Twenty-Ninth Session of the
International Labour Conference
MONTREAL
September 19 to October 9
1946

Printed as a Supplement to the
Labour Gazette
December, 1946



OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.,
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
CONTROLLER OF STATIONERY
1947

CONTENTS

	Page
Introduction: Canada and the International Labour Organization	5
Report of the Canadian Government Delegates to the 29th Session.....	9
Canadian Delegation.....	10
Agenda.....	12
Opening of the Conference.....	13
Procedure of the Conference.....	15
General Observations.....	16
Debate on the Director's Report.....	17
Constitutional Questions.....	21
Address by the Secretary-General of the United Nations.....	28
Financial and Budgetary Matters.....	29
Protection of Children and Young Workers.....	31
Application of Conventions.....	34
Dependent Territories.....	36
Indigenous Populations of Independent Countries.....	37
Tribute to War Victims.....	38
Credentials.....	38
Use of Spanish Language.....	38
Admission of New Members.....	39
Closing of the Conference.....	39
Closing Remarks.....	41

Annexes

1. Address of Welcome by the Honourable Humphrey Mitchell	42
2. Closing Address by the Honourable Humphrey Mitchell....	44

Director's Report

3. Statement by Mr. V. C. Phelan.....	47
4. Statement by Mr. Gustave Francq.....	51
5. Statement by Mr. Harry Taylor.....	52

<i>Constitutional Questions</i>	Page
6. Statement by Mr. P. E. Renaud.....	54
7. Draft Agreement between the United Nations and the International Labour Organization.....	57
8. Instrument for the Amendment of the Constitution of the International Labour Organization.....	64
9. Partial Text of Address by Mr. Trygve Lie.....	81
10. Convention for the Partial Revision of Conventions Adopted at the first twenty-eight sessions of the Conference..	82
 <i>Finance and Budget</i>	
11. Budget for 1947.....	86
12. Statement of Contributions from Member States, 1947....	86
 <i>Protection of Children and Young Workers</i>	
13. Convention concerning Medical Examination for Fitness for Employment in Industry of Children and Young Persons.....	87
14. Convention concerning Medical Examination of Children and Young Persons for Fitness for Employment in Non-Industrial Occupations.....	92
15. Recommendation concerning Medical Examination for Fitness for Employment of Children and Young Persons	97
16. Convention concerning the Restriction of Night Work of Children and Young Persons in Non-Industrial Occupations.....	101
17. Recommendation concerning the Restriction of Night Work of Children and Young Persons in Non-Industrial Occupations.....	106
 <i>Application of Conventions</i>	
18. Statement by Mr. V. C. Phelan.....	109

Introduction

Canada and the International Labour Organization

The recent session of the International Labour Conference, the first to be held in Canada, has focussed attention on the work of an Organization which has been carrying on a task intimately related to the objectives of world peace and social advancement.

The International Labour Organization was established in 1919 as part of the machinery for international co-operation set up within the framework of the League of Nations following the first world war.

Its purposes are to raise world labour conditions through the fixing of international minimum standards, to equalize international competition, and by promoting social justice in all countries to help to secure universal and lasting peace.

The I.L.O. is financed by governments, but is democratically controlled by representatives of organized employers and organized workers of the member states as well as by representatives of governments.

The machinery of the Organization consists of: (1) the International Labour Office, which acts as the secretariat of the Organization, maintaining a permanent staff of international civil servants and providing a world centre for information, research and advice on labour matters; (2) the Governing Body, composed of 16 government representatives, 8 employers' and 8 workers' members, which acts as the executive council of the Organization, exercising supervision over the work of the Office, and framing the annual budget of the I.L.O.; and (3) the International Labour Conference.

The Conference, which normally meets once a year, is a world assembly for the consideration of labour and social questions. Each national delegation to the Conference comprises four delegates, two representing government, one representing organized employers, and one representing organized workers; each of these three sections speaks and votes independently of the others, so that all points of view find free expression.

At the Conference minimum standards are worked out in regard to hours of work, holidays with pay, protection of women and

children in employment, prevention and compensation of industrial accidents and diseases, unemployment and social insurance, and kindred subjects.

It is the object of the Organization that member nations, having agreed on desirable labour standards at the Conferences, will enact legislation at home to bring the agreements into effect. The principal decisions taken at the Conference are embodied in the form of Conventions, the adoption of which requires a two-thirds majority of the delegates present and voting. A Convention does not automatically become binding when it has been adopted by the Conference. A member nation is, however, obligated under the terms of the I.L.O. Constitution to give each Convention consideration with a view to the enactment of legislation, and if the Convention is ratified the nation is bound to comply with its provisions, and to report annually to the I.L.O. on the measures which it has taken in this respect.

Decisions of a less formal nature are embodied in the form of Recommendations, which impose a lesser obligation on member states. The Conference also adopts resolutions where this form of procedure is appropriate.

Between the two world wars twenty-five sessions of the International Labour Conference were held, at which sixty-seven Conventions were adopted. Up to the present time over 900 ratifications of these Conventions have been made by member countries.

Until 1940 the headquarters of the I.L.O. were at Geneva. When Germany invaded France and the Low Countries, however, the I.L.O. did not remain in neutral Switzerland, but took the decision to move to Allied territory. At the invitation of the Canadian Government the Office established itself at Montreal, where it has since remained.

At a special Conference held in New York in 1941 it was decided that the I.L.O. should play a part in the planning of the measures of post-war reconstruction.

For a while there were no further Conferences, but the Office continued its work of collecting and disseminating information and providing technical assistance to governments in the drafting of national legislation.

Problems of post-war employment and social security formed the chief basis of discussion when regular annual meetings of the Conference were resumed* with the 26th Session, which met in Philadelphia in 1944, and also at the 27th Session, which took place in Paris, in

* Reports on these three sessions of the Conference were published as supplements to the *Labour Gazette* for June, 1944, December, 1945 and September, 1946.

October, 1945. The 28th Session, which dealt entirely with maritime questions, was held at Seattle in June, 1946, and the Montreal Conference, the subject of the present report, was thus the 29th since the inception of the I.L.O.

A question which arose as the I.L.O. resumed a full program of activity, was the position that it would occupy in the framework of post-war international organization. This question has been prominent on the agenda of recent Conferences, but following the emergence of the United Nations Organization as the successor to the League of Nations it has been determined that the I.L.O. shall bear a relationship to the United Nations somewhat similar to that which it bore to the League. To this end, changes have been made in the Constitution of the I.L.O., and an agreement was negotiated last May with the United Nations through the Economic and Social Council. This agreement was ratified by the I.L.O. at the Montreal Conference.*

As one of the consequences of the dissolution of the League, and pending the negotiation of financial arrangements with the United Nations, the Conference was for the first time called upon to adopt its own budget, covering the year 1947.

Further significant action taken at the Montreal meeting, which was described by the Director of the I.L.O. as the most important session the Conference has ever held, involved the adoption of a number of constitutional changes designed to equip the I.L.O. better for its role in the post-war world. The most important of these will have the effect of strengthening the obligations of member states in regard to Conventions and Recommendations. Of particular interest to Canadians are those provisions which apply to federal states, since Canada, in common with other member nations of the I.L.O. which have a federal system of government, is faced with difficulties in regard to the ratification of Conventions the subject matter of which falls within provincial jurisdiction. These include, in Canada's case, the great majority of Conventions.

In addition to improving the mechanism of the I.L.O. through constitutional amendment, the Montreal Conference also added to its structure of standards for labour and social legislation by adopting three Conventions and two Recommendations having to do with the protection of children in employment.

Among the other achievements of the Conference were a preliminary discussion of aspects of social policy in non-self-governing

* On December 14 the agreement was also approved by the United Nations Assembly and has thus become effective.

territories suitable for inclusion in International Labour Conventions; and a partial resumption of the practice of pre-war years of examining reports on the application of Conventions in member countries.

Canada has been an active member of the I.L.O. since its inception in 1919. Canada has also, with the exception of a brief period in 1935, held a government seat on the Governing Body as one of the 8 members of chief industrial importance which are constitutionally entitled to non-elective seats.

Canada's practice in regard to Conventions and Recommendations has been to submit them to the Department of Justice to determine whether they fall within Dominion or Provincial jurisdiction. Those found to be within the latter category have been brought officially to the attention of the provincial authorities by the Secretary of State.



The Honourable Humphrey Mitchell, Canadian Minister of Labour, President of the Twenty-Ninth Session of the International Labour Conference, and Mr. Trygve Lie, Secretary-General of the United Nations. Mr. Lie addressed the Conference on September 25.



The Honourable Humphrey Mitchell and Mr. E. J. Phelan, Director-General of the International Labour Office, authenticate with their signatures the seven international instruments adopted by the Montreal Conference.

**Report of the Canadian Government Delegates to the
Twenty-Ninth Session of the International Labour
Conference, Montreal, September 19 to
October 9, 1946**

TO HIS EXCELLENCY

THE GOVERNOR GENERAL IN COUNCIL

Your Excellency: We, the undersigned delegates appointed to represent the Government of Canada at the Twenty-Ninth Session of the International Labour Conference, have the honour to submit the following report.

At the invitation of the Canadian Government, which had been submitted to the Governing Body of the I.L.O. at Paris in November, 1945, the Conference was held at the City of Montreal from September 19 to October 9, 1946. Through the kind assistance of the University of Montreal, accommodation, including the use of an assembly hall, committee rooms and office space, was provided on the premises of the University.

Forty-six member states of the International Labour Organization were represented at the Conference, of which thirty-five sent complete delegations, consisting of two government delegates, one employers' delegate and one workers' delegate. The delegates in attendance numbered 159, and were accompanied by 241 advisers. In addition, 14 representatives of provincial governments (all from Canada), 8 representatives of the United Nations, 5 representatives of other official specialized agencies (U.N.R.R.A., U.N.E.S.C.O., P.I.C.A.O., and the Intergovernmental Committee on Refugees), and 2 representatives accredited by non-member states were present, making a total of 429 persons taking part in the Conference.

In addition to Canada, the following countries sent delegations: United States of America, Argentine Republic, Australia, Belgium, Bolivia, Brazil, Bulgaria, Chile, China, Colombia, Costa Rica, Cuba, Czechoslovakia, Denmark, Dominican Republic, Ecuador, Egypt, Finland, France, United Kingdom of Great Britain and Northern Ireland, Greece, Haiti, Hungary, Iceland, India, Iraq, Ireland, Italy, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Panama,

Peru, Poland, Portugal, Siam, Union of South Africa, Sweden, Switzerland, Turkey, Uruguay, Venezuela, Yugoslavia. Countries represented by observers were the Republic of the Philippines and El Salvador.

Canadian Delegation

The Canadian delegation named to attend the Conference was as follows:—

Government Delegates:

Hon. HUMPHREY MITCHELL, Minister of Labour.

Mr. ARTHUR MACNAMARA, Deputy Minister of Labour, Member of the Governing Body of the International Labour Office.

Advisers and Substitute Delegates:

Mr. PAUL GOULET, Assistant to the Deputy Minister in charge of relations with the I.L.O., Department of Labour.

Mr. PAUL RENAUD, Counsellor, Department of External Affairs.

Advisers:

Mr. A. H. BROWN, Assistant to the Deputy Minister and Departmental Solicitor, Department of Labour.

Mr. M. M. MACLEAN, Assistant to the Deputy Minister and Director of Industrial Relations, Department of Labour.

Mr. S. H. McLAREN, Chief Executive Officer, National Employment Service.

Mr. V. C. PHELAN, Director, Information and Publicity, Department of Labour.

Mr. ERIC STANGROOM, Special Assistant to the Deputy Minister, Department of Labour.

Mr. C. R. McCORD, Director, Administrative Services, Department of Labour.

Miss MARGARET MACKINTOSH, Chief, Legislation Branch, Department of Labour.

Mr. H. C. HUDSON, Supervisor of Special Placements, National Employment Service.

Provincial Government Representatives accompanying Government Delegates:

Hon. L. D. CURRIE, Minister of Labour, Nova Scotia.

Hon. WALTER E. MOOERS, Minister of Labour, New Brunswick.

Mr. DOUGLAS COCHRANE, Deputy Minister of Labour, New Brunswick.

Hon. ANTONIO BARRETTE, Minister of Labour, Quebec.

- Mr. GÉRARD TREMBLAY, Deputy Minister of Labour, Quebec.
 Mr. J. O'CONNELL-MAHER, Associate Deputy Minister of Labour, Quebec.
 Mr. J. P. DESPRÉS, Director of Services, Department of Labour, Quebec.
 Hon. CHARLES DALEY, Minister of Labour, Ontario.
 Mr. LOUIS FINE, Industrial Relations Officer, Department of Labour, Ontario.
 Mr. J. R. PRAIN, Chief Inspector, Department of Labour, Ontario.
 Hon. C. R. SMITH, Minister of Labour, Manitoba.
 Hon. C. C. WILLIAMS, Minister of Labour, Saskatchewan.
 Hon. C. E. GERHART, Minister of Trade and Industry, Alberta.
 Mr. W. D. KING, Deputy Minister of Labour, Alberta.

Secretary to the Government Delegation:

- Mr. JOHN MAINWARING, Assistant Editor, *Labour Gazette*, Department of Labour, Ottawa.

Employers' Delegate:

- Mr. HARRY TAYLOR, Member, Industrial Relations Committee, Canadian Manufacturers' Association; Industrial Relations Representative, Canadian National Carbon Co. Ltd., Toronto.

Advisers:

- Mr. E. R. COMPLIN, Chairman, Industrial Relations Committee, Canadian Manufacturers' Association; Canadian Industries Limited, Montreal.
 Mr. C. E. SHUMAKER, Industrial Relations Committee, Canadian Manufacturers' Association; Goodyear Tire and Rubber Company of Canada, Ltd., New Toronto.
 Mr. H. W. MACDONNELL, Legal Secretary Canadian Manufacturers' Association, Toronto.
 Mr. ALLAN C. ROSS, Vice-President, Canadian Construction Association, Ottawa.
 Mr. C. NIDEROST, K.C., Assistant Manager, Department of Personnel, Canadian Pacific Railway, Montreal.
 Mr. GEORGE V. V. NICHOLLS, Manager, Business Research Department, Canadian Chamber of Commerce, Montreal.

Workers' Delegate:

- Mr. GUSTAVE FRANCO, Secretary, Quebec Federation of Labour, Montreal.

Advisers:

- Mr. HUGH HENDERSON, Vice-President, Halifax District Trades and Labour Council, Halifax.
- Mr. VICTOR ANDERSON, Secretary, Winnipeg Trades and Labour Council, Winnipeg.
- Mr. EUGENE A. FORSEY, Director of Research, Canadian Congress of Labour, Ottawa.
- Mr. A. ANDRAS, Assistant Editor, Canadian Railway Employees Monthly; Canadian Brotherhood of Railway Employees and other Transport Workers, Ottawa.
- Mr. GÉRARD PICARD, President, Canadian and Catholic Confederation of Labour.
- Mr. W. L. BEST, Vice-President, National Legislative Representative, Brotherhood of Locomotive Firemen and Engineers; Secretary, Dominion Joint Legislative Committee of Railway Transportation Brotherhoods.

Agenda

The agenda of the Conference comprised the following items:

1. Director's Report;
2. Constitutional Questions;
3. Protection of Children and Young Workers:
 - (a) Medical examination for fitness for employment of young workers (second discussion);
 - (b) Restriction of night work of children and young persons (non-industrial occupations) (second discussion);
4. Minimum Standards of Social Policy in Dependent Territories (provisions suitable for a Convention) (first discussion);
5. Reports on the Application of Convention.

For each of these items a report had been prepared by the International Labour Office, of which copies had been circulated to governments for advance distribution to delegates.

The first item was intended to afford delegates an opportunity for an exchange of views on developments in the economic and social field since the 27th Session of the Conference in 1945, with particular reference to employment problems.

Under the second heading the Conference was called upon to consider, first, the draft agreement which had previously been negotiated between representatives of the I.L.O. and the United Nations, and second, a number of proposals for the amendment of the constitution of the I.L.O.

Drafts for three International Labour Conventions and two Recommendations, prepared by the Office as a result of consultation with governments following a discussion on the Protection of Children and Young Workers at the 27th Session, formed the basis of the third item on the agenda.

The determination of provisions suitable for a Convention constituted the subject matter of the fourth item, Social Policy in Dependent Territories, which was not of direct interest to the Canadian Government, since Canada has no dependent territories.

Under the fifth item, which appears on the agenda of each regular annual session of the Conference, the delegates were called upon to consider the annual reports which each member state makes on the measures it has taken to comply with the provisions of Conventions to which it is a party. The item was intended also to afford an opportunity for discussing the question of labour inspection.

Opening of the Conference

Speeches of welcome were made by Mr. Camilien Houde, Mayor of Montreal, Mgr. Olivier Maurault, Rector of the University of Montreal, the Honourable Antonio Barrette, Minister of Labour of the Province of Quebec, and the Honourable Joseph Jean, Solicitor-General of Canada.

The following telegram was sent by the Prime Minister of Canada:

I shall appreciate it if you will accept and convey to all delegates to the 29th Session of the International Labour Conference, opening in Montreal tomorrow, a very cordial welcome to Canada. The people of Canada will follow with the deepest interest and good will the proceedings of the first International Labour Conference to be held in this country. I send my best wishes for the success of the Conference in its vitally important work of seeking to improve labour conditions and labour relations throughout the world. W. L. Mackenzie King.

In opening the Conference, the Chairman of the Governing Body, Mr. Guildhaume Myrddin-Evans, United Kingdom, expressed gratitude to the Dominion of Canada for harbouring the International Labour Office at Montreal since 1940. "Not only the International Labour Organization, but all who believe in its mission," he said, "owe to Canada a debt which it is difficult to estimate and impossible to repay. And I count it a great privilege to tender on behalf of the whole Organization and of the Governing Body the expression of our gratitude for the hospitality that Canada has so unstintingly

offered to the International Labour Office. It is a particular pleasure that we are able to hold this annual Conference of the Organization in Montreal, in these delightful and convenient premises which the University of Montreal has so generously placed at our disposal."

The Conference unanimously elected as its President the Honourable Humphrey Mitchell, Minister of Labour of Canada. Mr. Mitchell was nominated by Mr. Justin Godart, Government Delegate of France. The nomination was seconded by Senator Elbert D. Thomas, United States Government Delegate, and supported in the name of the Employers' and Workers' Groups respectively by Mr. H. C. Oersted, Denmark, and Sir Joseph Hallsworth, United Kingdom.

In his speech of welcome (the full text of which appears as Annex 1), Mr. Mitchell said in part:

"More than at any time since the inception of the International Labour Organization, its principles of social justice and the progressive improvement of living standards must be held high as a beacon light to the citizens of war-ravaged countries and to the peoples of all nations.

"The principles of social justice must be applied to our economic and social life, finding ultimate expression in their respective legislative decisions. To the extent that the International Labour Organization may help in the realization of this objective, its work must be worth while as essential to human progress. . . .

"In my opinion, the establishment of liberty and justice all over the world can only come about by giving voice to the simple aspirations of the great mass of the people. They must be left in peace to work out their lives so that they may establish security for themselves and families and not be the pawns in any game being played by persons bent upon satisfying their own plans for world domination.

"Unless we make social justice the cornerstone of our respective national lives and the basis of international policies, devastation and destruction must by the very nature of things be the lot of mankind. Let us see to it at this Conference that we issue a challenge to the nations of the world, that we return to the true paths of peace, and that our energies be centred upon the age-old wish that we be our brother's keeper."

As Vice-Presidents the Conference elected Mr. A. M. Joekes, Netherlands, for the Government Group; Sir John Forbes Watson, United Kingdom, for the Employers' Group; and Mr. Carlos Fernandez Rodriguez, Cuba, for the Workers' Group.

The Director of the International Labour Office, Mr. E. J. Phelan, acted as Secretary-General of the Conference.

The Chairmen of the three Groups at the Conference were: Mr. S. Lall, India, Government Group; Mr. H. C. Oersted, Denmark, Employers' Group; and Sir Joseph Hallsworth, United Kingdom, Workers' Group.

Procedure of the Conference

The Conference dealt with the various items on its agenda as follows:

A debate on Item 1, the Director's Report, took place in plenary session during the first two weeks of the Conference. Meanwhile the other four items were being considered by committees, whose reports were subsequently considered by the Conference in plenary session.

In addition to the four committees thus established, the Conference appointed a Finance Committee of Government Members, a Selection Committee, a Credentials Committee, a Committee on Standing Orders, and a Resolutions Committee.

Canadian representation on the various committees was as follows:

Constitutional Questions

Government member, Mr. Renaud (Substitutes: Mr. Brown, Mr. Stangroom); Employers' member, Mr. Taylor (Substitutes: Mr. Niderost, Mr. Ross); Workers' member, Mr. Forsey.

Protection of Children and Young Workers

Government member, Miss Mackintosh (Substitutes: Mr. Hudson, Mr. Maclean); Employers' member, Mr. Taylor (Substitutes: Mr. Complin, Mr. Shumaker); Workers' member, Mr. Andras (Substitute: Mr. Picard).

Dependent Territories

Employers' substitute member, Mr. Taylor (Substitute: Mr. Niderost); Workers' substitute member, Mr. Anderson.

Application of Conventions

Government member, Mr. Goulet (Substitute: Mr. Phelan); Employers' member and Vice-Chairman of the Committee, Mr. Taylor (Substitutes: Mr. Nicholls, Mr. Macdonnell).

Finance Committee of Government Members

Member, Mr. Renaud (Substitute: Mr. McCord).

Selection Committee

Government member, Mr. MacNamara (Substitutes: Mr. Renaud, Mr. Goulet); Employers' substitute member, Mr. Taylor.

Standing Orders

Workers' member, Mr. Henderson.

Resolutions

Employers' substitute member, Mr. Taylor (Substitute: Mr. Ross); Workers' member, Mr. Francq.

As President of the Conference the Honourable Humphrey Mitchell served on the Drafting Committee.

General Observations

For the most part the subjects on the agenda of the Conference did not arouse serious differences of opinion. Three of the four Conventions, and most of the other decisions of the Conference, were adopted unanimously.

Only one committee was called upon to add to the body of international labour standards that the Organization has built up over the years, and in this, the Committee on the Protection of Children and Young Workers, a co-operative spirit and a desire to improve and strengthen the texts that had been proposed were most marked.

In the Constitutional Committee there were opposing viewpoints on certain questions, but these were successfully resolved, frequently without resort to a vote.

The members of the Canadian Government delegation were active participants in the work of the Conference, taking a full and vigorous part in the discussions both in plenary session and in meetings of the committees on which they served. In the Constitutional Committee the Canadian Government member sponsored two amendments on matters in which Canada had a particular interest: the obligations of federal states in regard to Conventions and Recommendations; and the determination of the eight states of chief industrial importance eligible for non-elective seats on the Governing Body. Both of these amendments were unanimously adopted.

The workers' and employers' delegations had the status of autonomous units within the Canadian delegation.

The Provincial Government representatives accompanied the Canadian delegation in conformity with Article 2 of the Standing Orders as amended at Paris. They attended committee meetings and plenary sessions of the Conference.

Debate on the Director's Report

The Report of the Director of the International Labour Office opened with a survey of the economic background of events since the Paris Conference. A second section described the employment measures that have been taken by various countries, and outlined the problems involved in effectively organizing manpower resources. The Report also contained a survey of the activities of the I.L.O. during the past year.

In opening the debate, the Director suggested that delegates might find it appropriate to give the Conference information on the progress of reconstruction in their various countries, and an account of the new methods and policies that are being applied in most countries in the treatment of economic and social questions.

A total of 67 speakers from 36 countries participated in the debate, 34 of them representing governments, 13 employers, and 20 workers. Among the speakers were three members of the Canadian delegation.

Mr. Gustave Francq, the first Canadian to speak, dealt mainly with the wage-price relationship in Canada. While arguing that wage increases were not the direct cause of price increases, he said that "nevertheless we seem to be living in a vicious circle because as long as each increase in wages is followed by a rise in prices, this simply leads the workers to ask for another rise in wages, followed by the usual process of refusal first and then by search for a compromise solution." He advocated a spirit of partnership in which workers on the one hand would avoid production-crippling strikes and employers on the other hand would willingly grant such increases as were necessary.

He thought that the responsibility of public authorities should be to develop social legislation, and to extend their services of conciliation and arbitration. (The text of Mr. Francq's speech appears as Annex 4.)

Speaking for the Canadian Government, Mr. V. C. Phelan praised the work of the International Labour Organization, and urged that the Office give priority to the study of industrial relations and employment policy. He said that although the post-war level of

employment had held up well in Canada in spite of frightening predictions to the contrary, nevertheless Canada fully subscribed to the principle that the domestic level of employment in any country was gravely influenced by fluctuations in other countries. "High employment must therefore be universal, or nearly universal . . . The International Labour Organization is one important factor in promoting principles to see that employment is maintained in all countries and we must use it to that end."

Turning to the field of social security, he pointed out that Canada had come out of the war with the addition of two major measures, those of unemployment insurance (which included a national employment service) and family allowances. "Taken along with the older social measures in force in Canada, along with workmen's accident compensation, with widows' allowances for children, with old-age pensions and pensions for the blind, we have now filled in a good part of the picture of a general social security coverage. And constant study is being given to remaining social needs, to the matters which will be the issues of the future." (Annex 3.)

Like Mr. Francq, Mr. Harry Taylor, the employers' delegate, spoke of the futility of an upward spiral of both wages and prices. He said that there must be a gain in real wages if any real benefit was to accrue. "In our opinion," he continued, "this can best be accomplished by increased production and productivity, with employers and workers each bearing their full share of this responsibility."

In regard to the rôle of governments, he said, "Increased production can only be achieved by workers and employers; it is for governments to confine themselves to facilitating them in their task." He thought that public spending should be undertaken "only to supplement private business, not to replace it." (Annex 5.)

Among the other speakers was the Right Honourable George Isaacs, Minister of Labour and National Service for Great Britain, who gave an interesting review of the way in which his government was carrying out its employment policy.

The speeches of the delegates, taken together, provided a mass of valuable information on social and economic conditions and legislation in the various countries, noteworthy for the special approaches to particular problems made by members of the three Conference groups.

Replying to the debate, the Director called attention to the value of a discussion of this kind. "It is here," he said, "in the discussion on the Director's Report, that out of an exchange of experi-

ence, ideas are born which later bear fruit in national or international action."

On one point, he said, the various speakers seemed to be in unanimity—"that the strains and stresses, political, economic and social, which are the aftermath of the war, are felt in all regions and in all countries. And there seems equally general recognition that national or regional action will not suffice to alleviate those strains and stresses, but that international action is required, and that it must be vigorous and effective . . .

"Fortunately, the instruments for international action are at hand. The United Nations has now almost completed its machinery. The world has for the first time at its disposal the institution which can meet its needs. Those needs I stated in Paris as peace, production, and social justice: peace, for without peace the energies of the nations must be mobilized for destruction; production, because the world cannot eat next year's harvest—and it is vain, as a number of speakers have stressed, to aim at a higher standard of life unless we produce more goods and services to make that higher standard possible; and social justice, because we must ensure that the wealth produced is justly distributed.

"These three needs are indivisible. We cannot hope to achieve any one of them unless we also achieve the other two. That does not mean that they cannot be pursued separately, as indeed they must, through the operation of the appropriate national and international machinery. It does mean that none of them can be pursued successfully in isolation. It means that no diplomacy, however skilful, can maintain peace if there are economic and social dislocations which make for war. It means on the other hand that economic and social measures cannot in themselves make for peace unless political disputes are settled by peaceful means."

He urged the need for working through international agencies, in spite of their imperfections, towards world objectives, and of understanding clearly both their possibilities and their limitations.

"Let me repeat, for example, that the International Labour Organization is not the Conference, or the Governing Body, or the Office. It is the whole operation of collaboration by its Member States for the purpose set out in its Constitution, and in the words 'whole operation' I include what is done nationally by the parliaments, by the civil services, and by the organizations of workers and employers. It is therefore futile to expect that the Conference or the Governing Body can act as if this were not so. States, it is true, cannot do alone

what they can do collectively. But while Conference or Assembly is the instrument for their collective action, a Conference or Assembly cannot act independently of or in contradiction with the States which they represent. Criticisms which are sometimes directed to the International Labour Organization often arise out of a misunderstanding of its powers, and I have no doubt that the United Nations will have the same experience . . .

"One strength of this Organization is that it has made a choice each year of a limited number of questions and tried to arrive at practical and positive results concerning them. It is not, in the world as at present organized, possible to do more . . .

"The fundamental action on economic and social questions, as one speaker reminded us, is taken nationally. The international meeting in which such questions are treated is only one link in the chain between a proposal and the positive practical effect to be given to it. You cannot strengthen the chain by lengthening or thickening that one link."

In regard to the future location of the International Labour Office the Director stated that the Office was not leaving Montreal. He noted that one of the articles in the Agreement with the United Nations stipulated that the I.L.O. "having regard to the desirability of the headquarters of specialized agencies being situated at the permanent seat of the United Nations and to the advantages that flow from such centralization," should consult the United Nations before making any decision concerning the location of its permanent headquarters; and also that a proposed amendment in the I.L.O. Constitution would give the Conference the power to fix the seat of the Organization. He anticipated that when the United Nations had decided on its own seat, then the consultation provided for in the Agreement would be undertaken, and the Conference would be in a position to make its decision.

Among the other subjects mentioned by the Director was that of industrial relations (a recommendation concerning which had been made in the speech of the Canadian Government representative). The Director said: "The importance of the subject of industrial relations will be denied by none. It was a major topic at the New York and Mexico Conferences and it will no doubt find an important place in our deliberations again in the future. In one sense every International Labour Conference has been a successful experiment in industrial relations, and the pattern there set found valuable application in the tripartite collaboration which so powerfully aided the war effort of the democratic countries."

Constitutional Questions

The Montreal Conference had the task of making final decisions on constitutional problems which had occupied the attention of the I.L.O. for over two years.

These problems had come to the fore at the Philadelphia Conference in 1944, when it became apparent, first, that the future status of the I.L.O. would need to be worked out in relation to whatever machinery for international co-operation was devised to succeed the League of Nations, and second, that a remodelling of its methods of procedure would be desirable to enable the I.L.O. to do its work better.

The Philadelphia Conference, on motion of the Canadian Delegation, headed by the Honourable Paul Martin, requested the Governing Body to appoint a Constitutional Questions Committee to examine the situation and bring to the attention of the next Conference such matters as, in its judgment, required action.

This Committee met in January, 1945, and formulated the principles which guided the I.L.O. delegation to the San Francisco Conference of the United Nations, where the United Nations Charter was drawn up. The Charter made provision that specialized organizations such as the I.L.O. would come into relationship with the United Nations through the Economic and Social Council, the exact terms of the relationship to be established by negotiation.

At its subsequent meetings this Committee considered proposals for changes in the internal mechanism of the I.L.O., but did not arrive at final conclusions.

The Paris Conference reviewed the subject again, and adopted an Instrument of Amendment embodying a few changes in the Constitution that were of immediate importance, relating to membership, finance, and the procedure for making future amendments. (These changes came into effect on September 26, 1946, the Instrument having been ratified by three-quarters of the member states.) The Paris Conference also authorized the Governing Body to enter into negotiations with the United Nations, and decided to refer all other constitutional questions which were pending to a small tripartite "working party," to be known as the Conference Delegation on Constitutional Questions, which would examine them and report to the Conference of 1946 for a final decision.

The working party held its first session in London between January 21 and February 15, 1946, under the chairmanship of Mr. Guildhaume Myrddin-Evans. It was able to reach unanimous conclusions on all matters except one, the problem of the proportionate sizes of the workers', employers' and government groups at Confer-

ences and on the Governing Body. Its recommendations were embodied in a report which, after reference to governments for their observations, was put on the agenda of the Montreal Conference.

A second session was held at Montreal in May, at which representatives of federal governments met with the Delegation to consider problems arising in connection with the application by federal states of International Labour Conventions and Recommendations. The Delegation's report on the work of this session (at which Mr. A. H. Brown and Mr. P. E. Renaud represented Canada) was also placed before the Montreal Conference, having previously been circulated to governments for their observations.

Meanwhile negotiations with the United Nations were carried forward by a tripartite Negotiating Delegation, appointed by the Governing Body. This Delegation, whose chairman was Mr. Myrddin-Evans, met with representatives of the Economic and Social Council at the end of May, and reached agreement with them as to the terms of association of the I.L.O. with the United Nations, subject to approval by the International Labour Conference on the one hand and the United Nations Assembly on the other.

The Montreal Conference thus had before it two sets of proposals:

- (a) The draft Agreement between the United Nations and the International Labour Organization; and
- (b) The proposals for the revision of the Constitution submitted by the Delegation on Constitutional Questions.

The Conference referred these matters to its Committee on Constitutional Questions.

AGREEMENT WITH THE UNITED NATIONS

The Committee on Constitutional Questions agreed without discussion to recommend that the Conference approve the Agreement with the United Nations. It was understood that the Agreement would similarly be submitted to the Assembly of the United Nations for its acceptance. The Agreement, whose text appears as Annex 7, defines the terms of the relationship between the organizations. Under it the United Nations recognizes the Organization as a specialized agency "responsible for taking such action as may be appropriate under its basic instrument for the accomplishment of the purposes set forth therein."

The Conference gave unanimous approval to the Agreement on October 2.*

*On December 14 the Assembly of the United Nations also approved the Agreement.

AMENDMENTS TO THE CONSTITUTION

The second task of the Committee, that of considering proposals for the revision of the Constitution, took much longer and occasioned considerable discussion, although a spirit of compromise prevailed and comparatively few issues were brought to a vote.

The Committee took as the basis of its discussions the reports of the working party, and the observations on these reports which had been received from a number of governments. In regard to nearly all essential matters, the recommendations of the Committee to the Conference were based on the proposals of the Delegation, although more than fifty further proposals were introduced by members of the Committee and some of these were accepted.

The most important amendments recommended by the Committee are perhaps those affecting Article 19. These amendments are designed to strengthen the obligations of member states in regard to Conventions and Recommendations.

The existing constitution obliges members to bring Conventions or Recommendations, within the period of a year from the closing of the Conference at which they are adopted, or at most eighteen months, before "the authority or authorities within whose competence the matter lies for the enactment of legislation or other action." In the case of a Recommendation, the member is then required merely to inform the I.L.O. of the action taken. In the case of a Convention the member, if it obtains the consent of the appropriate authority, is required to communicate the formal ratification of the Convention, to take such action as may be necessary to comply with its provisions, and to report annually on its method of applying the Convention. If the consent of the authority is not obtained, "no further obligation shall rest upon the member."

The first of the amendments imposing additional obligations requires members to give particulars of the authority or authorities regarded as "competent," and of the action taken by them.

The second of the amendments provides that, if a Convention fails to obtain the consent of the competent authority or authorities.

"no further obligation shall rest upon the member except that it shall report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body, the position of its law and practice in regard to the matters dealt with in the Convention, showing the extent to which effect has been given, or is proposed to be given, to any of the provisions of the Convention by legislation, administrative action, collective agreement or otherwise and stating the difficulties which prevent or delay the ratification of such Convention."

The third amendment requires a report in regard to non-adopted Recommendations showing

“the extent to which effect has been given or is proposed to be given to the provisions of the Recommendations and such modifications of these provisions as it has been found or may be found necessary to make in adopting or applying them.”

A further amendment to Article 19 deals with the obligations of federal states. This amendment is of particular interest to Canada, and in fact the Canadian Government representatives took an active part in evolving the formula that was eventually adopted by the Committee.

The Constitution of the I.L.O., as adopted in 1919, makes special provision for federal states by permitting them to treat Conventions as though they were Recommendations, thus relieving them of the heavier obligations that fall on unitary states.

The amendment, which was submitted jointly by the Government delegates of Canada, Australia and the United States, specifies that in respect of Conventions and Recommendations which the federal government regards as appropriate under its constitutional system for federal action, the obligations of the federal state shall be the same as those of other members. In respect of Conventions and Recommendations which the federal government regards as appropriate, in whole or in part, for action by the constituent provinces (or states or cantons) rather than for federal action, the federal government is required:

- (a) to make effective arrangements for the reference of such Conventions and Recommendations to the appropriate provincial authorities;
- (b) to arrange, subject to the concurrence of the provincial governments concerned for periodical consultations between the federal and provincial authorities with a view to promoting within the federal state co-ordinated action to give effect to the provisions of such Conventions and Recommendations;
- (c) to inform the Director-General of the action taken to bring such Conventions and Recommendations before the appropriate authorities with particulars of the action taken by them; and
- (d) to report to the Director-General at appropriate intervals as requested by the Governing Body on the position of federal and provincial law and practice in regard to unratified Conventions and Recommendations.

Addressing the Committee in support of these proposals, the Canadian Government delegate traced the successive steps through which they had passed before being finally agreed to by the representatives of Canada, Australia and the United States. He recalled that they originated with a draft resolution submitted by Mr. Percy Bengough, Canadian Workers' delegate, at the Philadelphia Conference in 1944, and that they were in fact but a paraphrase of that draft resolution.

The Committee proposed that a further obligation on member states in regard to Conventions should be added to the Constitution as Article 23. This is a requirement that governments submit copies of their reports on Conventions to the organizations recognized by them as representative of workers and employers, as well as to the I.L.O.

Of the other amendments a number are consequential upon the dissolution of the League of Nations. Among these is the question of the determination of the eight states of chief industrial importance entitled to the non-elective seats on the Governing Body. Under Article 7, paragraph 3, of the existing Constitution the power of deciding this question resides with the Council of the League of Nations. The working party's proposal was that this power be vested in the Governing Body, as follows:

"The Governing Body shall as occasion requires determine which are the members of the Organization of chief industrial importance and shall make rules to ensure that all questions relating to the selection of the members of chief industrial importance are considered by an impartial committee before being decided by the Governing Body."

It was proposed by the Government delegates of Mexico and Australia that the determination of the eight states of chief industrial importance should rest with the Conference and not with the Governing Body, and by the Government delegate of India that an appeal from the decision of the Governing Body should be open to the International Court of Justice. These various proposals were finally withdrawn by their authors in favour of the Canadian suggestion, which was unanimously approved, that the Governing Body should be recognized as competent to determine the list of the eight states, subject to the right of appealing to the Conference in case of dispute.

As a result the following paragraph was added to the paragraph submitted by the working party:

"Any appeal made by a member from the declaration of the Governing Body as to which are the members of chief industrial importance shall be decided by the Conference, but an appeal

to the Conference shall not suspend the application of the declaration until such time as the Conference decides the appeal."

The statement which the Canadian Government delegate, Mr. P. E. Renaud, made in support of his proposal is reproduced in full in Annex 6 to this report, in view of its informative character.

After a lengthy debate, in which the Canadian delegate spoke in favour of the status quo, the Committee decided to recommend the Conference to leave unchanged the provisions of Article 7 of the Constitution which reserve certain places on the Governing Body for "non-European" Governments, employers and workers. The Conference Delegation had suggested the abrogation of these provisions, and the Indian delegates that the words "non-European" be replaced by the words "Asiatic and African."

A further amendment eliminates the provisions in the Constitution concerning economic sanctions, which had become obsolete, and substitutes a provision that, in the event of any member failing to carry out the recommendations of a Committee of Inquiry or the International Court of Justice, the Governing Body may recommend to the Conference such action as it may deem wise and expedient to secure compliance therewith.

After a debate in which the Canadian Government delegate participated, the Committee recommended the inclusion in the Constitution of two new articles dealing with the legal status and immunities of the Organization. The first of these articles provides that "the International Labour Organization shall possess full juridical personality and in particular the capacity: (a) to contract, (b) to acquire and dispose of movable and immovable property, and (c) to institute legal proceedings." The second article provides that "the International Labour Organization shall enjoy in the territory of each of its members such privileges and immunities as are necessary for the fulfilment of its purposes," that "delegates to the Conference, members of the Governing Body, and the Director-General and officials of the Office shall likewise enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization," and that "such privileges and immunities shall be defined in a separate agreement to be prepared by the Organization with a view to its acceptance by members." The Committee agreed with the Canadian Government delegate's view that it would be premature to adopt a separate agreement on privileges and immunities in the course of the present Session of the Conference.

Other amendments agreed to by the Committee have the effect of including in the preamble the words "recognition of the principle of equal remuneration for work of equal value" as one of the basic

objectives of the I.L.O.; including the Declaration of Philadelphia as an annex to the Constitution, and making appropriate reference to it in Article 1; deleting all references to the League of Nations; clarifying and giving greater recognition to the position occupied by the Governing Body; and changing the title of the Director of the International Labour Office to Director-General.

The Committee devoted two days' debate to an amendment submitted by the French Government representative providing that the International Labour Conference should consist of six representatives of each member, of whom two should be government delegates, two should represent the employers (in lieu of one as at present), and two (in lieu of one) should represent the workers, and that one of the employers' representatives should be chosen from among the managers of undertakings possessed or controlled by public organizations where such organizations exist. A subsidiary amendment provided that each government represented on the Governing Body should have one vote and that each employers' and each workers' representative should have two votes.

In opposition to the French amendment it was contended that its adoption would cut at the roots of governmental responsibility in regard to both legislation and finance. This, it was stated, would be particularly serious at a time when the Organization was amending Article 19 of its Constitution with a view to securing the acceptance by governments of increased obligations in connection with its legislative activities, and when it was for the first time assuming full responsibility for its own finances.

In view of the weight of opinion in the Committee, the representatives of the French Government agreed to withdraw their amendments.

The amendments to the Constitution proposed by the Committee were embodied in an Instrument for Amendment, which was adopted by the Conference on October 9 by a vote of 124 to nil. (Annex 8.)

The Instrument will come into force in accordance with the provisions of the Constitution as amended at Paris on November 5, 1945, Article 36 of which reads as follows:

"Amendments to this Constitution which are adopted by the Conférence by a majority of two-thirds of the votes cast by the delegates present shall take effect when ratified or accepted by two-thirds of the members of the Organization including five of the eight members which are represented on the Governing Body as members of chief industrial importance in accordance with the provisions of paragraph 3 of Article 7 of this Constitution."

REVISION OF EXISTING CONVENTIONS

Consequent upon the dissolution of the League of Nations, a number of changes, purely formal in nature, were made necessary in the sections of existing Conventions which make reference to the League.

The Committee decided therefore to recommend the Conference to adopt a Convention for the partial revision of existing Conventions (Annex 10). This Convention was adopted on October 9 by 123 votes to nil.

On the recommendation of the Committee the Conference also adopted:

A series of final articles concerning ratification and denunciation procedure to be inserted in future Conventions;

A model clause concerning measures to secure compliance with the provisions of Conventions for inclusion in future Conventions;

A resolution referring to the Governing Body for further consideration the preliminary text of a proposed Convention on the privileges and immunities of the Organization;

A resolution urging the prompt ratification of the Instrument of Amendment, 1946;

A resolution applying immediately certain provisions of the Instrument of Amendment, 1946, including the provision changing the title of Director of the Office to Director-General.

Address by Secretary-General of United Nations

A feature of the Conference was the visit on September 25 of Mr. Trygve Lie, Secretary-General of the United Nations, who addressed a plenary session on the subject of the relationship between the I.L.O. and the United Nations.

Mr. Lie declared that it was appropriate that the Agreement with the I.L.O. was the first to be negotiated under Article 57 of the United Nations Charter.

"The successful experience of the International Labour Organization," he said, "was the most important single factor in developing the new idea of specialized agencies. That experience proved the value of separate organizations with a large measure of autonomy, operating as instruments of international co-operation in their specific fields."

The United Nations, he said, looked to the I.L.O. to carry out an important branch of the objectives laid down in Article 55 of the Charter, "to promote higher standards of living, full employment, and conditions of economic and social progress and development."

Mr. Lie attached particular importance to the articles in the Agreement designed to integrate the work of the two organizations, noting that under Article IV the Economic and Social Council or the Assembly was entitled to make recommendations to the I.L.O., that the I.L.O. agreed to consult with the United Nations regarding such recommendations, and that the I.L.O. further agreed to co-operate in any measures which were designed to co-ordinate the activities of the specialized agencies and the United Nations. Article V provided for a full exchange of documents and information.

Mr. Lie also anticipated good results from Article II which provided for mutual representation. Such relations were already good. He would like to consider measures for making them even better.

Finally Mr. Lie mentioned Article X which concerned the site of the I.L.O. headquarters. He gave his personal assurance that if the International Labour Organization decided to make its permanent headquarters at the site of the United Nations, the United Nations secretariat would do everything possible to assist the Organization in securing the accommodation it needed.

The partial text of Mr. Lie's address will be found in Annex 9.

Financial and Budgetary Matters

The dissolution of the League of Nations necessitated changes in the fiscal practice of the International Labour Organization. Originally the budget estimates for the I.L.O. were submitted each year by the Director to the Governing Body, following which the I.L.O. budget was submitted to the League. Upon acceptance by the Assembly the I.L.O. budget became part of the general budget of the League.

Contributions by member states were paid directly to the League, which remitted to the I.L.O. its share of the amount received. Subsequently the I.L.O. began to receive a certain amount of its income direct from members of the I.L.O. who were not also members of the League.

The 29th Session of the International Labour Conference was the first session to be called upon to take action in regard to financial and budgetary matters. That such action might be required at this session was foreseen at the Paris Conference, which adopted a provision that, pending the conclusion of financial and budgetary arrangements with the United Nations, or if at any time no such arrangements were in force, the arrangements for the approval, allocation and collection of the budget of the International Labour

Organization should be determined by the International Labour Conference.

Since arrangements with the United Nations had not yet been completed it was for the 29th Session to take certain decisions on financial and budgetary matters, relating in particular to the procedure for the approval, allocation and collection of the budget of the Organization and to the approval of the budget estimates for the 29th financial period (1947).

On September 28, the Conference decided in the first instance to adopt provisionally the proposed amended Financial Regulations submitted by the Governing Body (which are based on the Financial Regulations which were worked out through many years of League of Nations experience).

Under these Regulations the budget is prepared by the Director of the Office and submitted to the Governing Body in the usual way. The Governing Body, after having amended the budget as it may think fit, transmits it to governments some time in advance of the meeting of the Conference. The discussions on the Director's Report at the Conference afford the Conference an opportunity for a general survey of the policy and program of the Organization. The Conference then sets up a Committee of Government representatives to which the budget estimate is referred. This Committee consists of one government delegate of each member state of the Organization attending the Conference. A two-thirds majority of the votes cast by the members of the Committee present at the meeting is required to reach decisions, and a similar majority is required for approval of the Committee's report by the Conference itself. This approval by the Conference constitutes the final adoption of the budget. The Director then transmits the budget so adopted to the member states of the Organization and collects their contributions. The allocation of the shares of the expenditure which the different members of the Organization have to bear is made by the Governing Body, subject to ratification by the Conference.

The Conference decided, on September 28, to set up the Committee of Government Representatives provided under the Financial Regulations and to refer to this Committee the Reports of the Office on Financial and Budgetary Matters.

After consideration of the estimates as submitted by the Governing Body, the Committee decided to recommend the Conference to adopt an expenditure budget for 1947 amounting to 16,052,980 Swiss francs or approximately \$3,733,000 (See Annex 11).

The expenditure budget showed three main increases, the first necessitated by the development of the new system of industrial committees, the second to provide for an increase in staff of the Office from 230 to 457, and the third to cover any improvement in staff salary scales that may be introduced as from January 1947 as a result of consideration by the Governing Body of the report of a special Committee of Experts.

To the expenditure budget, fixed in Swiss francs, corresponds an income budget fixed in gold francs. Originally, and until the devaluation of the Swiss currency on September 26, 1936, the gold franc had the same value as the Swiss franc, but now they are in the relation of 10·4 gold francs to 14·7 Swiss francs.

The net income budget (10,386,763 gold francs)—which is arrived at after deduction of certain supplementary receipts (sale of publications, etc.)—will be covered by the contributions of the members in proportions fixed by the Conference. The Conference adopted a scale in which these proportions are indicated in units. (Annex 12). The number of units assigned to each State is based on various factors regarded as indicative of its economic and financial position. The total number of units in 1947 will be 690 and the value of one unit will be 16,353·11 gold francs.

The contribution of Canada was fixed at 35 units or 572,358·91 gold francs, which is equivalent to \$189,068.02.

The resolution adopting the budget for 1947 and allocating the expenses among member states for 1947 was adopted by the Conference, on October 9, by a record vote of 130 to nil.

Protection of Children and Young Workers

The Committee on the Protection of Children and Young Workers dealt with two subjects:

(a) Medical examination for fitness for employment of children and young workers; and

(b) Restriction of night work of children and young workers in non-industrial employment.

A preliminary discussion of these two subjects had taken place at the 27th Session of the Conference when it was decided to place them on the agenda of the Montreal Conference with a view to the adoption of Conventions and Recommendations. In accordance with a list of points adopted by the Paris Conference, the Office prepared a questionnaire which was sent to the governments of the member states.

On the basis of the replies to the questionnaire the Office prepared a report, which was laid before the Committee and which contained draft texts proposed for adoption by the Conference.

The Committee's discussions revealed a spirit of agreement on the general objects to be obtained, and were directed towards improvement and strengthening of the Office texts.

MEDICAL EXAMINATION

The Committee considered first the question of medical examination of children and young workers. It decided to draw up two Conventions, the first dealing with medical examination in industrial employment, and the second with medical examination in non-industrial occupations.

Discussion of the Office texts resulted in the strengthening of certain provisions and changes in the drafting of others. The two Conventions, as approved by the Committee, were almost identical in content. (Annexes 13 and 14)

They provide that persons under 18 years of age shall not be admitted to employment unless they have been found fit for the work on which they are to be employed by a thorough medical examination. The examination is to be carried out by a qualified physician approved by the competent authority, without charge to the child or his parents.

Re-examination is to take place at least annually until the age of 18 is reached, and until the age of 21 in occupations which involve high health risks.

The document certifying fitness for employment may cover a specific job or a group of jobs.

Vocational guidance and physical and vocational rehabilitation are to be afforded those found by medical examination to be unsuited to certain types of work, or to have disabilities.

Temporary work certificates may be issued in special cases where a young worker is found to be unfit.

A member country which has at present no laws or regulations permitting the ratification of these Conventions may substitute the age of 16 for the age of 18, as a preliminary step towards the full application of the provisions of the Conventions. A country may also exempt from coverage areas where by reason of the sparseness of the population or the stage of development of the area enforcement would not be feasible.

Each Convention will come into force twelve months after it has been ratified by two member states.

Following the submission of the texts to the Conference the first Convention, dealing with medical examination in industrial employment, was adopted by a vote of 123 to nil. In regard to the second Convention, however, there had been a feeling among certain members of the Committee that it would be difficult to apply, and would thus be unlikely to secure many ratifications, and that therefore its provisions should be approved in the form of a Recommendation rather than a Convention. This view was brought to the floor of the Conference by the employers' group in the form of an amendment, which was rejected by a vote of 18 to 62. Subsequently the Conference adopted the Convention by 81 votes to 25, the Canadian workers' and government delegates voting in its favour and the employers' delegate being opposed.

The Committee also approved, and the Conference adopted unanimously, a Recommendation containing various suggestions to facilitate the application of the two Conventions. (Annex 15)

Both Conventions exclude maritime and agricultural employment from coverage. Young maritime workers are already protected by an earlier Convention (No. 16) adopted at a Maritime Conference. In regard to farm workers, the Conference adopted a resolution requesting that the question of extending coverage to young agricultural workers be studied by the Permanent Agricultural Committee, with a view to its being placed on the agenda of a future session of the Conference.

RESTRICTION OF NIGHT WORK

The Committee approved a Convention and a Recommendation restricting the night work of children and young persons in non-industrial occupations.

A similar Convention, applying to industrial employment, had been adopted by the Conference at its first session in 1919.

The present Convention provides that children under 14 years of age who are admissible for full or part-time non-industrial employment (exclusive of agricultural or maritime occupations) and children over 14 years of age who are still subject to full-time compulsory school attendance shall not be employed or work at night during a period of at least 14 consecutive hours, including the interval between eight o'clock in the evening and eight o'clock in the morning. National laws or regulations may exempt domestic service in private households and work in family undertakings which is not deemed to be harmful to young persons.

The period of 14 consecutive hours is reduced to 12 in the case of children over 14 years of age who are no longer subject to compulsory school attendance and to young persons under 18.

The Convention makes certain exceptions to meet local climatic conditions. It permits national laws or regulations to grant temporary individual licences in order to enable young persons of 16 years of age and over to work at night when the special needs of vocational training so require, subject to the period of daily rest being not less than eleven consecutive hours. National laws or regulations, subject to certain restrictions, may grant individual licences in order to enable children or young persons under 18 years of age to appear at night as performers in public entertainment or to participate at night as performers in the making of cinematographic films.

The Conference adopted the Convention by a vote of 111 to nil, and the Recommendation which supplemented it by 123 votes to nil. (Annexes 16 and 17.)

Application of Conventions

A regular feature of International Labour Conferences is the consideration of annual reports from governments (made under Article 22 of the Constitution) on the way in which they are applying within their respective countries such Conventions as they have ratified. In fixing the agenda of the Montreal Conference, the Governing Body had decided that the subject should be treated as a separate item on the agenda, in order to enable governments to appoint advisers for the discussion. The Governing Body had also decided that there should be an opportunity for a discussion of labour inspection.

The Conference Committee on the Application of Conventions had before it a summary of annual reports from governments, prepared by the Office; a report from the Committee of Experts which had examined the reports from governments at a meeting in July; and a Note on Labour Inspection prepared by the Office.

The Office had requested a total of 725 reports from governments in respect of the 52 Conventions which are at present in force, covering the period October 1, 1944 to September 30, 1945.

When the Committee of Experts met in July, only 382 reports had been received, but by the time the Conference Committee concluded its work this number had risen to 523, with 202 reports still outstanding.

While the Committee recognized that in many cases the failure to supply reports was due to the dislocating effect of the war in the countries concerned, it was unable to accept this as true of all countries.

In its report to the Conference it suggested that the Office be asked to address a special appeal to delinquent governments, where extenuating circumstances did not apply, emphasizing the importance of reporting promptly for the next period by the time limit fixed by the Office. The Committee felt that if reports were not forthcoming, the result would be prejudicial to the governments which interpret their obligations strictly and carry them out punctually.

On the whole, however, the Committee felt that the Conference would be justified in regarding as encouraging the efforts made by governments to fulfil their obligations in the matter of the submission of reports.

Although the Committee did not, under the circumstances, proceed to a thorough-going examination of the reports, it recommended that this practice be resumed at the next Conference.

It considered that in order not to impair confidence in the legislative work of the I.L.O., the supervision of the application of past decisions of the Organization should be considered as at least of equal importance to the preparation of new decisions.

The Committee devoted some attention to the proposals that were before the Constitutional Committee for amending the articles dealing with the obligations of member states in regard to Conventions.

Speaking for the Canadian Government, Mr. V. C. Phelan referred to the difficulties encountered by Canada and other federal states with regard to the ratification and application of International Labour Conventions. It would be erroneous to assume, because of the small number of Conventions ratified by Canada, that Canada's legislation was not in harmony with the provisions of other Conventions. But, under the British North America Act, legislative powers were distributed between the central and the provincial governments and this made it difficult for the federal government to ratify Conventions the subject matter of which did not fall within its jurisdiction.

Mr. Phelan then made certain suggestions as a basis for discussion at a future Conference. Referring to the action of the Seattle Conference in deciding, in the case of certain Conventions, to permit the competent authority to ratify if application could be ensured by means of collective agreements, he suggested that it might be possible to extend this principle to other Conventions, especially in the case of federal states. Or it might happen that one-half or two-thirds of the constituent parts of a federal state had passed the legislation required to implement a Convention. In such a case, means might be found to establish a system which would allow the central authority to decide on the partial or fractional ratification of a Convention.

(Mr. Phelan made similar observations when the report of the Committee was presented to the Conference, the text of which appears in Annex 18.)

In view of the fact that the question of labour inspection had been placed on the agenda of the 1947 Session of the Conference, the Committee did not proceed to a detailed expression of views on the subject. In its report, however, the Committee stressed the "fundamental importance of proper systems of labour inspection as a means of ensuring the application of the legislation implementing ratified conventions."

Mr. William Best, of the Canadian workers' delegation, welcomed the placing of labour inspection on the agenda of the 1947 Conference. He said that there was considerable room for improvement in labour inspection in Canada as in other industrial countries, but added that as a result of repeated representations to government authorities on behalf of organized labour and other bodies, considerable progress had been made by the enactment and application of inspection measures and regulations governing factories, mines and other undertakings. Obviously, where efficient labour inspection was wanting and the application of modern methods delayed, the industrial workers were usually the unfortunate victims. While recognizing the constitutional difficulties with which Canada was faced, he felt that with the necessary federal and provincial co-operation, Canada would continue to play a worthy part in the national and international struggle for freedom and human betterment.

The report of the Committee was adopted unanimously by the Conference on October 4.

Dependent Territories

The question of labour standards in dependent territories has been before the I.L.O. for over two years. At the Philadelphia Conference in 1944, and again at the Paris Conference in 1945, discussions took place, as a result of which two Recommendations and a number of resolutions were adopted. The Paris Conference decided further that some of the conclusions that had been reached on the subject might be embodied in the form of Conventions, and the matter was therefore placed on the agenda of the Montreal Conference.

The work of the Committee on Dependent Territories at Montreal was completed in the form of three groups of conclusions on questions which the Committee decided were suitable for inclusion in Conventions, and three resolutions. On the basis of the former,

the Office will draw up draft Conventions which, after submission to governments, will be placed before the next session of the Conference for final action.

The three groups of conclusions deal with the following subjects:

- (a) the improvement of living standards, including health, housing, nutrition, the welfare of children, conditions of employment, etc.; improvement of the productive capacity and conditions of agricultural producers; elimination of discrimination on account of race, colour, religion or tribal association, with respect to the economic treatment of workers; provision of training facilities and of labour inspectorates; guarantee of the right of association; and procedure for the settlement of disputes;
- (b) the application of certain specified International Labour Conventions to non self-governing territories;
- (c) the maximum length of contracts of employment.

The three resolutions have to do with:

- (a) placing the subject matter of the three groups of conclusions on the agenda of the next session of the Conference;
- (b) freedom of labour;
- (c) requesting action by the Governing Body in regard to the furnishing of technical assistance by the I.L.O. to governments with dependent territories; the holding of regular meetings concerned with the application of the proposed Conventions; the setting up of regional economic and scientific commissions; and the establishment of a regional office of the I.L.O. on the African continent.

When the report of the Committee was brought before the Conference the proposed texts were all adopted, although some met with opposition. There were a number of abstentions on the part of the employers' group, and to a lesser extent on the part of the government group. Only one text, however, received any votes in opposition, this being the second set of conclusions, which carried by 36 votes to 15.

Indigenous Populations of Independent Countries

The Resolutions Committee submitted to the Conference a resolution which was adopted in amended form asking the Governing Body to consider the desirability of placing on the agenda of a forthcoming session of the Conference the question of the social problems of indigenous populations of independent countries.

The resolution originated with the South African workers' delegate, who expressed concern that native populations of self-governing territories, whose conditions were sometimes more unfavourable than those of the peoples of dependent territories, would be excluded from the scope of the Conventions proposed by the Committee on Dependent Territories.

Tribute to War Victims

In addition to the resolution noted above, the Resolutions Committee presented to the Conference a draft resolution submitted by the delegation of the Argentine Republic concerning a tribute to war victims. A substitute resolution was put forward jointly by the workers' delegate of the United States and the Indian delegation. Adopted unanimously, the substitute resolution placed the Conference on record as paying tribute to "those brave people who suffered and especially to the millions who died in the struggle for freedom and liberty" and as asking "all member governments to develop and strengthen their democratic institutions and social principles in accordance with the Atlantic Charter and the Declaration of Philadelphia to prevent the reappearance of fascist exploitation everywhere."

Credentials Committee

The Credentials Committee considered objections against the credentials of the workers' delegates and advisers of India and Greece. It unanimously found those of the Indian workers' delegate and his advisers to be in order, but submitted majority and minority reports on the objection against the Greek workers' delegation. After debate, the Conference (including the Canadian Government and employers' delegates) approved by a vote of 40 to 36 the majority report, which rejected the objection.

Use of Spanish Language

On the recommendation of the Committee on Standing Orders, the Conference adopted a number of changes in its Standing Orders, giving statutory effect to the existing practice according to which official translations into Spanish of speeches are furnished by the secretariat, and documents of the Conference and the stenographic record are published in Spanish as well as English and French, the official languages of the Organization.

Admission of New Members

Requests for readmission to the International Labour Organization were received from the Republic of Nicaragua and the Republic of El Salvador, and for admission from the Lebanon Republic.

These requests were considered by the Selection Committee which pointed out that the three republics are all members of the United Nations and are therefore, entitled, under the Constitution as amended at Paris, to become members of the International Labour Organization by communicating to the Director of the International Labour Office their "formal acceptance of the obligations of the constitution of the International Labour Organization."

On recommendation of the Committee, the Conference expressed the hope that Lebanon, Nicaragua and El Salvador would forthwith communicate to the Director their formal acceptances of the obligations of the Constitution of the Organization and would be represented as members of the Organization at the 30th Session of the Conference.

Closing of the Conference

The Conference concluded with speeches by the Officers of the Conference.

The speakers all made cordial reference to the pleasant surroundings in which the Conference had taken place and the hospitality that had been extended to the delegates by Canada. Of particular interest were the following remarks of Sir John Forbes Watson, British Employers' delegate and vice-president of the Conference:

"As one, and possibly the only one in this hall, who has attended twenty-three consecutive Conferences, I express the view that this has been the most pleasant Conference I have ever attended."

Mr. G. Myrddin-Evans, British Government delegate and Chairman of the Governing Body, expressed similar views:

"This Conference has been—and I have been to a very large number of conferences in my life—the best conference that I have ever attended. Never in any conference have I seen the spirit of co-operation and the spirit of good will displayed as I have in this Conference; and as a result, we have done, I believe, magnificent work. We have built well and I think that in the future this Organization and the peoples of the world are going to benefit immeasurably from the decisions which we have taken in the course of our deliberations."

The Secretary-General of the Conference, Mr. E. J. Phelan, said in part:

"Canada has been a staunch friend of this Organization since its beginning. It might even be said that they grew up together. It is interesting to recall that the recognition of Canada's emergence into full statehood began with the discussions in Paris in 1919 on the International Labour Organization's Constitution—discussion which led to Canada's full membership of the League of Nations on a footing of equality with all other members.

"Canada gave us a safe haven amid the storms of war and it is peculiarly fitting that this 29th Session of the Conference, which will rank at all events for a long time to come as the most important session the Conference has ever held, should have been held on Canadian soil under the presidency of the Minister of Labour in the Canadian federal government. Guided by his long experience and his robust common sense and inspired by his deep attachment to the cause for which this Organization stands, the Conference has worked through a heavy agenda with earnestness of purpose and with unflagging energy.

"It deserved and has achieved an outstanding success."

In closing the Conference, the Honourable Humphrey Mitchell as President followed the precedent of other International Labour Conferences by reviewing the work accomplished during its three weeks of activity. (Annex 2). He declared:

"As in all gatherings of this kind, we have had our differences of opinion. One expects those differences among men and women who are experts in the highly technical fields of labour and social affairs.

"On every major point before it, the Conference reached agreement. If at times it was not found possible to compose conflicting opinions, then the democratic method of a vote was adopted, and in good democratic fashion, was accepted by all.

"I wish to emphasize this highly significant point in the procedure of this I.L.O. Conference, for I think the good faith with which all delegations have entered into the proceedings and have accepted the decisions, whether unanimous or by majority, might well serve as a model in other fields."

Thanking the delegates for kindness shown to the chair, he said:

"I have regarded the responsibility which you gave me as one of the highest honours in my life.

"Let us," he concluded, "depart from this Conference filled with the high purpose of social justice for all which is the objective of the International Labour Organization."

Closing Remarks

Mention should be made in closing of Canada's responsibilities as host to the Conference.

Every effort was made, in co-operation with the International Labour Office and with the provincial and municipal authorities, to provide the conditions under which an efficient and harmonious Conference could take place.

We think it may be said that the physical arrangements for the Conference were most satisfactory to all concerned, and this was in no small measure due to the work of the following committee which made advance preparations for the Conference:

Mr. Paul Goulet, Assistant to the Deputy Minister of Labour in charge of relations with the I.L.O., representing the Dominion Government; Mr. Jean-Pierre Despres, Director General of Services, Ministry of Labour, representing the Province of Quebec; Mr. Valmore Gratton and Mr. Royden M. Morris, representing the City of Montreal; Mr. Paul E. Joubert, Montreal Tourist and Convention Bureau; Mr. Roland Bureau, University of Montreal; Mr. G. A. Johnston, Assistant Director of the International Labour Office, who acted as chairman; and other officials of the International Labour Office.

The fact that the problems of accommodation and transportation for a Conference of over 400 persons and a correspondingly large Office staff were effectively handled perhaps made its contribution to the co-operative atmosphere which, as we have already said, was so much in evidence at this international gathering. A special word of praise is due to the efficiency of the I.L.O. secretariat. The Conference was able to get its work under way in record time, and in fact was able to terminate its proceedings several days earlier than had originally been planned.

The Conference was declared closed at 7 p.m. on Wednesday, October 9.

We have the honour to be, Sir,

Your Excellency's obedient servants,

HUMPHREY MITCHELL,

Minister of Labour.

ARTHUR MacNAMARA,

Deputy Minister of Labour.

Annex 1—Address of Welcome by The Honourable Humphrey Mitchell

First of all, I desire to thank the mover of my nomination, and also those who seconded. In accepting the high honour which this Conference of the International Labour Organization has just conferred upon me by selecting me as its President, I wish to take this first opportunity of expressing sincere appreciation to the delegations present at this meeting. With your assistance, I trust I may discharge the responsibilities of President in a manner which will be in keeping with the importance of the work of the Conference.

The representatives of Montreal and of the Province of Quebec, and my Cabinet colleague, the Honourable Joseph Jean, Solicitor-General for Canada, have already bid the Conference a hearty welcome to this country.

Let me in the first instance congratulate Mr. E. J. Phelan on his appointment as Director of the International Labour Office. He took an outstanding part in its establishment at the conclusion of the First Great War and follows a line of brilliant administrators who have held this important post. My mind goes back to that great Frenchman, Mr. Albert Thomas, who with his untiring zeal and imagination foresaw the possibilities of a worldwide organization of this character as an instrument for the advancement of labour and social legislation on a worldwide basis. He was followed by the Honourable H. A. Butler, who as an able administrator kept the Organization in the forefront during a very difficult period. The Honourable John Winant, who succeeded him, further increased the prestige of the Organization up to the time of his resignation and appointment by the late President Franklin Roosevelt as United States Ambassador to the Court of St. James, where he played an outstanding part in mobilizing the forces of freedom toward the ultimate defeat of those nations which, had they been successful, would have destroyed for generations to come our way of life that has meant so much for the advancement of human progress over the centuries. With his wealth of experience and understanding of the high mission of the International Labour Organization, Mr. Phelan, will, I am sure, measure up to the great attainments of his predecessors in office.

And might I also congratulate Mr. Evans on the discharge of his duties during this very difficult time through which we are passing. We have been friends for many years and I have always cherished that friendship, and I am sure that when his term of office reaches its conclusion, it will be said of my good friend Evans that he made a great contribution to the International Labour Organization.

I need only repeat what has already been well said. In no country in the world would this gathering be more welcome than here in Canada. We take second place to none in our good feelings towards other nations. Speaking on behalf of the Canadian Government, we wish you to feel thoroughly at home in our midst. Canada, a member of the International Labour Organization since its very beginning, has always regarded her membership with pride. We have endeavoured always, sometimes under difficulties, to be well represented at International Labour Conferences. At no time have we subscribed more earnestly to the ideals of the International Labour Organization, to the principles for which it stands, than at the present time.

As you well know, we in Canada were active participants in World War II. It was the greatest armed conflict in history, one which brought great destruction, misery and chaos to the human race. Arising out of this, we have a profound understanding of the plight of even the most bitterly assailed countries which stood up against a cruel and unjust aggression.

The nations that sacrificed life and treasure to maintain justice and human liberty have much in common. Not the least important is their regard for human rights, recognition of the interests and the yearnings of all classes and peoples who seek only to improve their lot in conformity with the course charted by this Organization.

Today much of the world is still in a ferment, struggling bravely to eradicate the evil seeds sown by war, to repair the moral, physical ravages caused by ruthless aggression. More than at any time since the inception of the International Labour Organization, its principles of social justice and the progressive improvement of living standards must be held high as a beacon light to the citizens of war-ravaged countries and to the peoples of all nations.

The principles of social justice must be applied to our economic and social life, finding ultimate expression in their respective legislative decisions. To the extent that the International Labour Organization may help in the realization of this objective, its work must be worth while as essential to human progress. The setback of war and the war-bred social unsettlement and retrogression offer a challenge to the International Labour Organization and its Member nations whose representatives are assembled here this morning. Along with others who have studied labour and social problems for many years, I would be the last to suggest that a person's education in these fields is ever ended. The interchange of opinion, the sharing of the fruits of broad observation and experience which is such a prominent feature of these sessions, is of immense value. As the world contracts by reason of modern invention, we must learn more and more of each other; we must learn more from one another. In no field is the pooling of ideas more worth while than in the humanitarian concepts which will be in the forefront of these meetings.

Let us pay tribute to those who established the International Labour Organization after World War I, for it made possible this interchange of information in labour and social fields at an international level. It is significant that the International Labour Organization is virtually the sole survivor of the international organisms created by those men who sought a new world in 1919. Representation at this gathering offers an opportunity for the recognition of the importance of consultation among Governments, organized employers and workers. As economic growth becomes further advanced, groups become firmly established and begin to exercise financial power, they must act with a sense of responsibility to their own national well-being and its effect on enlightened world opinion.

We are not here to take advantage of one another, as groups or as nations. We are here to lay down broad principles of social advancement. The basic races, British and French in Canada, sprang from the stock of the Old World. They planted here the seeds of Old World culture and love of freedom, and have patterned and nurtured ideals and institutions to ensure the highest form of democratic government. We have, of course, brought within our family circle many of the bonniest bloodstreams in the world and developed a way of life that is based on freedom in its truest sense for the social well-being of our people.

While our parliamentary institutions are patterned on those of Great Britain, we have of course a federal system of government, wherein responsibilities are divided between the federal parliament and the provincial legislatures. Notwithstanding this, we believe that in the last generation, legislative enactments for the advancement of the living standards of our people have proceeded with a degree of alacrity comparable to that of any other nation. We have established unemployment insurance, workmen's compensation, provided for a system of family allowances, raised the

school-leaving age, and introduced many other reforms covering every phase of our national life. In some cases this has been accomplished by the federal Government. In others it has been undertaken by the provincial legislatures. In many cases it has been a result of co-operation between the federal and provincial authorities.

There has been, and I am convinced there will continue to be, co-operation between our several responsible Governments in policies that have for their purpose the protection of the weak against the strong through legislative action. The agenda of this Conference offers opportunity for further steps in social advancement, and I trust that at the conclusion of our deliberations, it will be said that we builded better than we knew.

Just a few words in conclusion. After the terrible conflict that we have just passed through, those responsible for the guarding of the destiny of our peoples should ponder on the lessons of the last six years and the possibility of the future. In my opinion, the establishment of liberty and justice all over the world can only come about by giving voice to the simple aspirations of the great mass of the people. They must be left in peace to work out their lives so that they may establish security for themselves and families and not be the pawns in any game being played by persons bent upon satisfying their own plans for world domination. Unless we make social justice the cornerstone of our respective national lives and the basis of international policies, devastation and destruction must be the very nature of things be the lot of mankind. Let us see to it at this Conference that we issue a challenge to the nations of the world, that we return to the true paths of peace, and that our energies be centered upon the age-old wish that we be our brother's keeper.

At this time I wish to extend a welcome to the representatives of official international organizations who are present at this Conference: The United Nations Relief and Rehabilitation Administration, the United Nations Educational, Scientific and Cultural Organization, the International Committee on Refugees, the Provisional International Civil Aviation Organization, and in particular the United Nations, whose representative, Mr. Stanczyk, Director of the Department of Social Affairs, bears a message from Mr. Lie, Secretary-General of the United Nations, which he will now deliver to the Conference.

Annex 2—Closing Address by the Honourable Humphrey Mitchel

This 29th Conference of the International Labour Organization is about to close. All of you have spent a busy and most useful three weeks deliberating on questions of vital importance to the well-being of the peoples of the countries you represent.

As in all gatherings of this kind, we have had our differences of opinion. One expects those differences among men and women who are experts in the highly technical fields of labour and social affairs. On every major point before it, the Conference reached agreement. If at times it was not found possible to compose conflicting opinions, then the democratic method of a vote was adopted, and in good democratic fashion, was accepted by all.

I wish to emphasize this highly significant point in the procedure of this International Labour Conference, for I think the good faith with which all delegations have entered into the proceedings and have accepted the decisions, whether unanimous or by majority, might well serve as a model in other fields. In our national affairs, no doubt, each of us has seen where failure to agree, and unwillingness to compose differences, has had unfortunate results. We have seen this illustrated many times in

labour relations. One would hope this ability to reach common ground will continue as an equally prominent feature of future International Labour Conferences. It shows how countries can get along together, and also illustrates how employers and employees are able to come to substantial agreement when opportunity is given for conference, and when the disposition to reach agreement is present.

We can understand the wisdom of those who set up the International Labour Organization, in providing the tripartite principle, of having responsible spokesmen of employers and trade unions, as well as of Governments, form part of these meetings. It can be said in perspective that those who brought the International Labour Organization into being builded better than they knew. The fact that this organization alone survived the shock of war is evidence of its soundness.

Any attempt to place a precise value on our meetings during three weeks would require a prophet. All I can do is to sum up in a general way what the Conference has accomplished, and leave it for the future to prove its value. By reason of the necessary legislative and other adjustments involved, time is required to decide the effect of standards adopted at this Conference. However, I feel the record of this Organization will show that once we adopt standards, there is no reason to be pessimistic as to the outcome.

This 29th Conference will be particularly noted because of the changes it has effected in the external relationships of the International Labour Organization and the internal changes it has made in order to adjust to post-war conditions.

In time to come it may well be that the most significant feature of the present Conference will prove to be the decision to establish relations with the United Nations. Going as far as we could in this matter, and believing that the United Nations itself will take corresponding action, we feel that we have usefully fitted ourselves into the post-war pattern of world organization. This is highly important, for with the several bodies now functioning in the international field, duplication and even conflict would ensue if we failed to become part and parcel of the over-all picture. The agreement with the United Nations safeguards our autonomy with reasonable care, and reserves to us our proper field of action. I am sure there will be general satisfaction over our relations with the United Nations, which we hope to see consummated shortly. It is a promising development for the future of the International Labour Organization.

Before leaving this subject, I should like to refer to the visit paid us by Mr. Trygve Lie, Secretary-General of the United Nations. It was one of the highlights of this Conference. Apart from his very timely message, the spirit which prompted his visit is a good omen of the friendly relations still in process of establishment. We trust that each organization will lend strength to the other. Both have shown the proper approach at the start. We are fully warranted in looking most hopefully to an alliance which will be fruitful of good results for humanity. Much has been said in praise of the service rendered by the Negotiating Delegation appointed earlier to carry on the negotiations with the United Nations. I think it is the unanimous opinion of this Conference that the Delegation did exceptionally fine work in this respect.

Flowing out of the new conditions which face us—the death of the old League of Nations, and our new relations with the United Nations, the Conference found it necessary to carry forward the task of amending the Constitution. Twenty-five years' experience well equipped the Conference not only to amend the Constitution in the light of our new external

relations, but also to revise it into a form in which it would provide a more workable instrument for the future work of the International Labour Organization in this post-war world.

Following the painstaking efforts of the Conference Delegation on Constitutional Questions provided for at the Paris Conference a year ago, this Conference has fashioned a document which should stand the stress and strain of future years. If in all particulars it does not meet everyone's views, at least over a large area there was general agreement. Points of difference, inevitable in such a body as this, are not vital. I believe that as far as the Constitution is concerned we may feel reasonably well satisfied that a difficult task has reached a satisfactory conclusion. While a Constitution must not be so rigid as to strait-jacket an organization, it must hold something of permanence, and at the same time permit a degree of flexibility to meet unforeseen circumstances. That, it would seem, would briefly describe the International Labour Organization's Constitution as now adopted.

The Conference, under its new régime, has had to undertake a greater measure of control over its own financial destinies, and here I need only remark that this has been most satisfactorily decided.

Now, I should like to turn to what has been accomplished in regard to the social and labour field.

Having considered with extreme care the problems involved in the protection of children and young workers, the Conference adopted three Conventions setting up standards as follows: first, on medical examination for fitness for employment in industry of young workers; secondly, on medical examination for fitness for employment of young workers in non-industrial pursuits; and, thirdly, on restriction of night work of young persons in non-industrial occupations. Also, the Conference adopted two Recommendations, setting standards for the machinery required to give effect to the Conventions. On the objective of these documents, of which first drafts had already been worked out at Paris a year ago, there can be no two minds. All will agree upon the necessity of protecting children and young persons from exploitation. This is how we must build a better world—by developing citizens who have had decent opportunities. Judged by discussions in the Conference, we were well agreed also on the details. These Conventions and Recommendations are important documents. Their adoption here is a solid accomplishment.

On social and labour conditions in dependent territories, the Conference had before it an involved and somewhat delicate problem and of first importance in the application and spread of International Labour Organization principles. It would be premature at this time to enter a discussion on what yet remains to be done by the Organization in this regard, but this Conference moved along on this problem of dependent territories, and brought nearer the day when finally standards may be fixed.

The subject of the application of Conventions received deserved attention. Disrupted by war, the operation of national legislation called for in previous Conventions, has been, or is now being, resumed. This is gratifying. But the report adopted by the Conference looks to an examination into the whole field of application of Conventions at the next Conference, which should do much good. Some Conventions are now obsolete. Some others might well be reviewed, and revised. In part the need for others may have passed. Sooner or later we must review all Conventions and Recommendations.

During the discussion on the Directors' Report, I am sure everyone was struck by the extreme divergence of present world economic conditions. The discussion was most instructive, and is a valuable feature of our

work. It shows the patience which must be displayed by those seeking to raise standards through a body like the International Labour Organization.

I think I have left now only a few words to say, which have a more personal significance to many who have made this Conference possible, who have made it the success it has been. To the Vice-Presidents of this Conference and to the chairmen and other officers of committees, I offer once again the grateful thanks of the Conference. To the new Director-General of the International Labour Office, Mr. E. J. Phelan, and his efficient staff, I offer our most heartfelt appreciation. I know I am echoing your thoughts when I extend to Mr. Phelan best wishes for the future. To my good friend Mr. Myrddin-Evans and the Governing Body, I convey your congratulations on their work in the past year and also voice our confidence that an equally fruitful year lies ahead. I should like to point out that, like all good conferences, we have not failed to load up the executive with plenty of work for the next year. That's a habit conferences of all kinds have. We have given the Governing Body and the Office plenty to keep them busy for twelve months. To the interpreters, I feel we owe thanks for the understanding they have brought into our deliberations and while I am on this subject I want to say I hope ways and means may be found to give to the staff of the International Labour Office some consideration for the overtime they have put in at this Conference. I feel we should put into effect International Labour Organization principles as far as our own staff is concerned, and they deserve consideration. To the press and radio, including the C.B.C. and its foreign service, I voice the thanks of the Conference.

Now, before adjourning the Conference, may I thank each and every delegate for kindness shown to the Chair. I have regarded the responsibility which you gave me as one of the highest honours in my life. One of the most important features of a Conference of this character is the personal contacts that are made. They often lead to new friendships and understandings that cannot help but contribute to better relations between nations. When you leave our shores we hope you will take with you an imprint of freedom in its truest sense which we pride ourselves we have in Canada where races, colours and creeds are equal before the law, and where the right to express an opinion is the inalienable privilege of every citizen. Let us depart from this Conference filled with the high purpose of social justice for all which is the objective of the International Labour Organization. God speed you all on your journey home.

I now declare closed the Twenty-ninth Session of the International Labour Conference.

Annex 3—Statement by Mr. V. C. Phelan on the Director's Report

To me has fallen the honour of speaking for Canada in this first and important discussion of the Twenty-ninth Conference of the International Labour Organization.

I must confess that at this late hour in the programme, I approach the assignment with some diffidence. What, one might ask, can another speaker hope now to contribute when already so much has been said so well by so many speakers who have gone before? Nevertheless, in view of the cogency of such a vital discussion as this in a troubled post-war world, it was felt that it would not be fitting to let the occasion pass without the views of this very country, in which the Conference now meets, being heard.

On behalf of Canada, there have already been expressed the words of welcome to those from outside our borders, which are felt in the hearts of

Canadians in consequence of the selection of Montreal as the Conference seat. I need only add a simple word to what has already been said.

Relatively few of the world's cities have been singled out for the distinction of one of these Conferences, so that if Canadians feel some pride in the selection, I trust it may be pardonable. We hope that each and every one of our visitors may feel fully at home while here, and may later look back in fond remembrance on the days spent in Canada.

Next I should like to pay an official tribute to Mr. Edward J. Phelan, now the Director of the International Labour Office. An appointment logical from every point of view, it is still an occasion for congratulations, which I must heartily tender. But to any official tribute I wish to add this personal word: though of different national birth and citizenship, I feel that I still have enough of the ancient clan spirit in common with the new Director, by reason of sharing the same family name, to tell him thus publicly that it is a source of gratification still to see one of the Phelan boys earn and receive a recognition of world significance.

May I also at this time tell the Conference that it was with a feeling of pride and appreciation that we saw our Minister of Labour, the Honourable Humphrey Mitchell, selected as President at the first session. Such a mark of recognition to one who has been prominent for so long in our labour affairs, such a gracious tribute to Canada, could not go unmarked in the assignment I am at present carrying through.

Having said these things, I wish now to turn to the work of the Conference, to the task of the International Labour Organization so well set forth in the Report of the Director, which we have had under discussion for several days. I feel that all who have had the opportunity to peruse that Report will agree that it might well be "required reading" to anyone, anywhere, who would seek an introduction to labour and social problems of the moment. If the Report raises questions rather than answering them, I suggest that is the proper function of such a document.

Whether one looks to the future in a spirit of depressed pessimism, or whether one sees events to come through the rosy glasses of the optimist, no thoughtful person can regard the present as other than the most serious situation within the memory of man, save for a time of open international conflict. Those nations ravaged by war are binding up their wounds but slowly. More fortunate countries, spared the devastation of bombing and invasion, likewise have their problems of reconversion and the economic exhaustion of war to deal with. And in large parts of the world, not the least of the aftermath of world unsettlement is the effect on men's minds—a condition of unrest, of much disappointment—which carries through many departments of human activity, which has manifested itself in a disturbance of employer-employee relations on a grand scale in several parts of the world. In these circumstances, we are fortunate that the International Labour Organization is an established organization, skilled in the matter of international collaboration in labour affairs, with a tradition of more than a quarter of a century of service to humanity.

In social and labour relations, the International Labour Organization can do much to aid in allaying the fears and apprehensions which now seize men's minds, and in doing so it can call upon an invaluable experience. We are fortunate that the International Labour Organization is a going concern—that there is not added to our troubles the business of organizing such a body as this *de nouveau*—for through international co-operation the nations find it easier to advance conditions at home, to advance parallel to the other countries of the International Labour Organization.

But I should like to sound a note of warning. It is perfectly true that whatever the pace set by a body like this, some will decry its efforts, will claim it is travelling at a snail's pace. Nevertheless, we must exercise reasonable caution. We cannot reach out too far at any time. We cannot undertake too much at one moment and expect results. Physical and psychological limitations will hamper our efforts, and results will be disappointing. We must give attention to first things first and be content that some items remain for future treatment. An overload of work places an impossible task on the shoulders of the Office and just defeats its own purpose.

Among the problems of the moment, none is more important than that of industrial relations, from our point of view, and I should think that many other industrial countries would share our concern in that regard. Since its foundation, the International Labour Organization has shown the way to peace on the industrial front, both by precept and example. The tripartite character of these gatherings, the co-operation of Governments, employers and workers has been a steady lesson on what may be accomplished by the two partners in industry and their Governments working together.

But we think the time would be opportune for the Office to carry on further work in the field of study provided by industrial relations, by the constant collaboration demanded if the world is to have the benefits of continuous production now so abundantly possible. Each country can learn from the rest. We think our experiences, what we have hammered out in Canada, might help elsewhere. What others have done will help us. We all may still learn much. Only through recognition of mutual rights, by respect for the other's view, by regard for law, can any party in the industrial field hope for peace and progress.

New devices to promote industrial harmony are constantly being developed. They are necessary to counter the sources of friction, at times so innumerable. Our country, and I am sure others, could reap immediate benefit from all the work the Office may be able to do. We regard this as a priority job.

The Industrial Committees of the International Labour Organization, still a new departure, promise at least a prospect of improving relations in important industries, while at the same time directing attention to the general social condition of the men and women who work in particular fields. We approved the formation of the committees. We view their work with interest. We have hopes they will prove their value in time by practical results. And we hope their progress may be paralleled by constant study by the International Labour Organization of techniques in employer-employee relations in an even broader field of industrial activity.

A special part of the Director's Report is given over to employment, and that, we in Canada are glad to see. With us, as with many other countries, the level of employment has held up in the past sixteen months in spite of frightening predictions to the contrary. But the time to plan for a high level of employment is not after unemployment strikes; it is while we still enjoy an abundance of jobs. There is no need to stress the importance of high employment. One need only recall the dire experiences of the 1930's to remember the evils of unemployment, evils which must be avoided in the future.

The International Labour Organization has done a good deal of valuable work in the field of employment policy. That is one of its important contributions. I suggest that the Office must continue to give thought and study in this vital field, that employment must continue indefinitely as a

top item on the agenda of the Conference and in the work of the Office. We are confident that the International Labour Organization can make still further contributions to human welfare and to world prosperity in this matter, and no possibility can safely be overlooked.

In our country we fully subscribe to the principle laid down by other speakers, namely, that the domestic level of employment in any country is gravely influenced by fluctuations in other countries. High employment must therefore be universal, or nearly universal. On a local basis, it is apt not to exist. The International Labour Organization is one important factor in promoting principles to see that employment is maintained in all countries, and we must use it to that end.

Turning now to our Canadian scene, a year ago, when the Paris Conference met, we still had some remaining wartime controls in the labour field. Today, except for a limited measure of wage control as an essential part of our policy of controlling the price level, wartime restraints on employer-employee relationships, needed at a time of a shortage of workers for vital war services, have been abolished. Once again we have returned to the condition of pre-war days, except for the limitation on wage bargaining already referred to. This is the situation our people, freedom-loving and freedom-trained, accept as normal. This is the situation they require. I shall not undertake a recital of the present position of labour and social legislation in Canada, but I should like to mention just one or two points.

We came out of the war with two major measures of social security added to our social arrangements. From 1941 we have had a system of unemployment insurance, under which three million workers in Canada are insured. As related to this insurance, we created a National Employment Service, which already has proved itself in war and during reconversion.

The second of the two measures is our system of family allowances, of cash payments monthly to the mother of the family in respect of each of the children of the family, to assist in the better provision of necessities for young Canadians. Taken along with the older social measures in force in Canada, along with workmen's accident compensation, with widows' allowances for children, with old-age pensions and pensions for the blind, we have now filled in a good part of the picture of a general social security coverage. And constant study is being given to remaining social needs, to the matters which will be the issues of the future.

Canada has subscribed to the principles for which the International Labour Organization stands, and she is one of the nations which have gone a good distance to give actual effect to those principles. We from the Canadian Government join in the general hope that this Conference may be fruitful of results. The adoption of a new Constitution and establishment of relations with the United Nations surely will mark this gathering as a milestone in the history of the International Labour Organization. With a renewed spirit, ever bearing in mind the high principles for which the Organization was founded, always striving to make those principles a living thing, we join in the hope that the International Labour Organization may be able to make and may make an even more significant, helpful contribution to humanity's upward climb along the road to the better world of tomorrow.

Annex 4—Statement by Mr. Gustave Franck on the Director's Report

On behalf of the Workers' delegation, we offer our very sincere congratulations to Mr. Edward Phelan on his appointment to the post of Director of the International Labour Office. This honour is well merited on many grounds, for he is undoubtedly the right man in the right place. There can be no doubt that under his vigorous leadership, the International Labour Office will extend its influence and make a valuable contribution to the solution of the economic problems of the world, while at the same time preparing for a more stable future for coming generations.

The Director's Report can be said without exaggeration to be a masterpiece of its kind. It outlines the economic situation in a masterly fashion and it gives a very exact picture of the immediate problems and of those that face us in the near future. One section deals with the immediate problems of peace. If we examine these pages, we will see that similar problems exist in most countries, irrespective of whether they were directly involved in the war or whether they escaped actual hostilities and were engaged in the development of armaments to assist those who were fighting. It was often feared that the transition from war to peace might be extremely difficult. Fortunately, in most cases, this transition has taken place without undue dislocation, and we find the same workers employed in the same factories but engaged on civilian production instead of war production.

Turning to the threat of inflation, we note that in some circles it is thought that increases in wages are the direct cause of the increase in the cost of living. It would seem that no account is taken of the fact that wage increases are essential, because there have been and there still are too many workers who are not earning enough to raise their families and to set aside some provision for their old age. Similarly, it would seem that people forget that labour costs are only a small fraction of the total cost of production. In many cases, the figures for dividends are exaggerated and out of all proportion to the amount of capital invested. It is true that control of prices and a tax on profits have helped to improve this situation. Nevertheless, we seem to be living in a vicious circle because as long as each increase in wages is followed by a rise in prices, this simply leads the workers to ask for another rise in wages, followed by the usual process of refusal first and then by search for a compromise solution. When a further increase in wages is granted, it is followed by another increase in prices and one is led to ask where the process will stop. This is a matter on which we must reflect. Are we going to have a constant struggle between the two factors of production and, if so, which one is going to win in the end? One thing is certain: both sides suffer in the struggle. If, as a result of our discussions at the present session of the Conference, we can find a remedy for this problem of wages and prices, then the Conference will not have been held in vain, but will have contributed to establishing an atmosphere of peace in a very troubled world. The question before us is whether capital and labour are going to continue their struggle without hope of final victory for either side, or are going to act as two partners, each aware of his responsibilities and working together to ensure, on the one hand, a reasonable wage for the worker and, on the other hand, a fair income for the employer. The two should make their contribution to the undertaking, the one by his labour, which is the only thing he can contribute, and the other by the investment of his capital, and the two should then share the risks inherent in any human undertaking.

If this is to be achieved, the workers should, as far as possible, avoid strikes to obtain improvements in their conditions when the same results

can be obtained by other means, and strikes should not last weeks and months, when it is possible to shorten them by negotiation, conciliation and arbitration. Moreover, the employers should always remember that we are living in a new era, and that the methods which have been advocated in the past half century are no longer appropriate. The time has gone when employers could say to their employees, "This is my will. You will work on the conditions I lay down or you will not work for me at all. I refuse to recognize your trade union and I will not negotiate with it." The employers should willingly grant such increases in wages as are reasonable and essential. When we remember the tremendous number of working days that are lost during the year through strikes and the consequent loss of production, which simply means loss of money for both parties, we are forced to ask ourselves whether many industrial disputes could not be avoided if both sides showed a spirit of goodwill and diplomacy.

I feel that with our modern equipment, it should be possible to increase production without increasing its cost or without asking the workers to work longer hours. The 40-hour week has come to stay. There can no longer be any question of a 50, 60, or even 72-hour week. That is past, and we must live in the present. Increased production can be achieved without increasing the cost of production and without reducing wages.

I would like to touch briefly on the part that should be played by the public authorities. It is their duty to contribute to develop social legislation and to extend to all parties the possibilities of conciliation and arbitration, not so much for settling labour disputes as for preventing them from arising. I know that in certain countries and in certain circles, compulsory arbitration is favoured. We have not adopted it in Canada, and I am really not certain whether it is a desirable system or whether a system of voluntary arbitration is not preferable. The Director touches on this point in his Report. He indicates some principles which should be considered, both by the Workers' delegates and by the Employers'. I shall leave it to others to speak on the other points that have been dealt with by the Director's Report.

Annex 5—Statement by Mr. Harry Taylor on the Director's Report

May I, on behalf of the Employers of Canada, say how pleased we all are that this important international conference is being held in Canada. The Employers join with the representatives of the Canadian Government and Workers in extending a most sincere welcome to our country. I hope that while you are here there will be an opportunity for many of our people to meet you and discuss matters of common interest, and for you to see for yourselves something of the social, industrial, and other conditions that prevail in this country.

I should like to associate the Employers of Canada with the congratulations that have been extended to Mr. Phelan on his elevation to the very responsible position of Director of the Organization. The six years that have elapsed since Mr. Winant and Mr. Phelan brought the Office to Canada have given Canadians a special opportunity of getting to know Mr. Phelan and to appreciate his very special qualifications for this high office. I should also like to congratulate the Director on the Report he has presented to the Conference, which is well up to the high level he has established in previous years.

The post-war transition period in Canada has witnessed a rapid change-over to the production of peace-time goods and services. Transitional unemployment has not reached the serious proportions which were forecast.

The employment level has remained substantially above the pre-war level. This has been achieved in spite of continued shortages of imported and domestic materials, which shortages have been aggravated by serious work stoppages.

As regards conditions of work, with the cessation of hostilities there has been a rapid restoration of such standards as were of necessity suspended or modified during the war, and employers generally have gone further and voluntarily provided liberal vacations with pay, reduced hours of work, and various security, welfare and benefit plans and other conditions of employment which exceed any applicable statutory requirement.

During the war period a lot of bad habits were picked up by employers. Some were forced upon them, others were accepted voluntarily. Some of these conditions were imposed upon employers as a matter of expediency in a war-time economy, but many of them are economically unsound in a peace-time economy. The employers accepted a degree of control and regulation during the war because the only competition we had to meet was the Nazi machine. These controls must not carry over too far into our peace-time economy. We must be relieved of these controls at the earliest possible moment consistent with our fight against inflation, if we are to organize ourselves effectively to provide a maximum of employment.

All the ingredients are present in Canada for an inflationary spiral. The upward spiral of wages and the inevitable increase in prices can, at best, produce only temporary gains for the workers, since these undoubtedly would be followed by further demands for upward wage and price adjustments. There can be no permanent gain in this kind of situation, as is properly pointed out by the Director in his Report. We must all of us adjust our sights and aim at a gain in real wages if there is to be any real benefit. In our opinion, this can best be accomplished by increased production and productivity, with employers and workers each bearing their full share of this responsibility. Increased production can only be achieved by workers and employers; it is for Governments to confine themselves to facilitating them in their task. In achieving this increased production, Canadian employers realize that, in a dynamic economy like ours, standards of equity undergo constant change, which adds to the social cost of doing business. They have met and will continue to meet voluntarily their fair share of such cost.

No analysis of Canada's position with respect to employment, wages, prices and related matters would be realistic if it failed to take into account the fact that she is an exporting country and must have access to world markets. This is of special significance since three out of eight workers are engaged, directly or indirectly, in producing for export. If we are to succeed in maintaining a high level of employment, it is an economic necessity that our costs should be held where we can compete in world markets.

Canada has an expanding economy. Great things lie ahead in many fields which will reflect themselves in employment. This development will take place at an accelerated rate if we can attract risk capital by stabilizing our economy and providing reasonable incentive and encouragement to private business. It will be retarded if restrictions are imposed or Government policies pursued which render unattractive the investment of capital. The employers of Canada recognize there must be public spending, but they believe it should be done only to supplement private business, not to replace it.

The strength of the International Labour Organization lies in the tripartite character of its composition. It must guard this jealously. If either the Workers' or the Employers' group loses its individuality and

freedom of action, the Organization will cease to be truly tripartite and the reasons for its existence will largely disappear. It will be reduced to nothing more than a research and statistical organization.

Those of us here at this Conference have a great responsibility, a responsibility which requires us to consider carefully the various proposals which are advanced, so that we fully understand their impact upon our own and other economies. Let us think not only in terms of commendable objectives, but let us also think in terms of cost, whatever form such cost may take.

Annex 6—Statement on the Government Representation on the Governing Body by P. E. Renaud

It is the Canadian Delegation's view that, under the existing Constitution, the Conference, and not the Governing Body, is the competent organ to determine the States Members which are of chief industrial importance.

This view, based on both legal and historical grounds, was presented to the Governing Body by the Canadian Government member on the 31st January, 1935. When the Canadian member resumed his seat, the Director acknowledged that the speaker had put forward arguments the force of which, he, the Director, fully recognized.

The Canadian delegate first observed,—and his observation remained unchallenged,—that no provision could be found in the Constitution authorizing the Governing Body to fix the list of States Members of chief industrial importance. That it was so, Mr. Oersted, the leader of the Employers' group, expressly conceded.

The Canadian delegate further pointed out that, under Article 7 of the Constitution, which lays down the composition of the Governing Body, the members of each group in the Governing Body were to be selected by their respective groups as constituted in the Conference,—that is the Government members by the Government group, the Employers' members by the Employers' group, and the Workers' members by the Workers' group. The letter and the spirit of Article 7 of the Constitution were unequivocally, by implication, to the effect that each group, including the Government group, should determine its own representation. This was a natural consequence and condition of the tripartite character of the Organization.

After analyzing the Constitution, Mr. Chairman, the Canadian delegate went on to review the interpretation thereof as given by the highest authorities. He first recalled the advisory opinion of the Secretary-General of the League of Nations, as set forth in a report to the Council dated 26th June, 1922. This report was drawn up after extensive consultation. Among those consulted were Mr. Anzilotti, judge of the Permanent Court of International Justice, Mr. McKinnon Wood, Legal Adviser of the League Secretariat, Mr. Arthur Fontaine, chairman of the Governing Body, and Mr. Jouhaux, the leader of the Workers' Group. In his report the Secretary-General set out that "the first step in the procedure (for the renewal of the Governing Body) must be the recognition by the Conference of a list of the eight members of chief industrial importance."

The Canadian delegate further recalled the interpretation given by the Council of the League of Nations. This was set forth in Viscount Ishii's report adopted by the Council on the 30th September, 1922. This report emphatically stated that "the duty of drawing up the list of eight chief industrial countries was primarily the function of the International Labour Conference."

Examining then the question from the historical angle, the Canadian representative reminded the Governing Body that the first list of eight States Member of chief industrial importance, which was submitted to the Washington Labour Conference of 1919 by the Organizing Committee at a time when the Governing Body did not yet exist, was definitely fixed by the Conference itself. Commenting upon this observation, Mr. Jouhaux remarked: "The fact exists, and it can certainly be contended that the action of the Conference proves in a certain measure that it is the International Labour Conference which is competent to decide the question."

The Canadian representative finally recalled that in 1922, when the first list of the eight States Members of chief industrial importance was revised, the Governing Body proposed an amendment to the Conference which, if adopted, would have had the effect of changing the basis of the list. The proposed amendment was rejected, and it was important to observe that, on this occasion, the Governing Body did not adopt the changes itself, but only recommended their adoption to the Conference.

This was the only occasion, at the time the Canadian delegate spoke, on which the Governing Body could have been said to have taken any action in the matter of the eight States Members of chief industrial importance, and, on this occasion, it has not assumed the power of revising alone the list of eight States.

In 1934, it is true, the Governing Body assumed that power. But, when the Legal Adviser of the Office was asked to justify that assumption, he referred, in a note on the legal situation dated 17th January, 1934, to the resolution adopted by the International Labour Conference on 22nd June, 1934, which stated that, in the event of a certain named Government accepting membership of the Organization the Governing Body was authorized to arrange with that Government any question arising out of its membership. This resolution could be regarded as an *ad hoc* delegation of power to meet a quite exceptional case. That it is so, is confirmed by the Conference Delegation, which states in its Report, paragraph 27, that it is "upon a *de facto* basis" that the Governing Body, in the subsequent cases, exercised the power of determining the Members which are of chief industrial importance.

Should any doubt remain as to the paramount competence of the Conference to deal with the matter of the eight States it should be removed by the examination of the amendments standing before us. It is obvious that their authors consider that the Conference, as sovereign organ of the Organization, is absolutely free to decide that it belongs to itself or to the Governing Body, or to both, to determine the eight States Members of chief industrial importance.

But this Committee, Mr. Chairman, is not a court which has to decide what the law is. It is a constituent assembly which has to declare what the law should be. The Canadian Delegation, in a spirit of co-operation, is prepared to vote for the text of Article 7 paragraph 3 as proposed by the Conference Delegation on Constitutional Questions, subject, however, to a proviso, namely: that, "Any appeal from the declaration of the Governing Body as to which are the Members of chief industrial importance shall be decided by the Conference," and on the understanding that "an appeal to the Conference shall not suspend the application of the declaration."

This proviso will have the effect of maintaining, *mutatis mutandis*, the right of appeal provided for in the existing paragraph 3 of Article 7, right of appeal which was exercised by India and Poland in the years 1920-1922. The second part of the Canadian Delegation's amendment, namely the

words "but an appeal to the Conference shall not suspend the application of the declaration," is borrowed from a Report on the matter adopted by the Governing Body on the 31st January, 1934.

The object of the Canadian amendment is first to prevent that the Governing Body be open to the criticism of constituting itself in a closed corporation pretending to exercise, without any control whatsoever, the major privilege of deciding as to which are its permanent members, when, under the existing Article 7, it can decide upon such minor questions as the method of filling vacancies and of appointing substitutes but "subject to the approval of the Conference."

The object of the Canadian amendment is secondly to prevent that some forty Government delegates to the Conference be denied their birth-right to decide on the permanent representation of their own group on the Governing Body, when the eight Employers and eight Workers sitting on the Governing Body lay claim to assume that right. Are Governments to abandon lightly a prerogative based on the very tripartite nature of the Organization? Do not the Employers and Workers see that, by derogating to the firmly-established principle that each group select its own representatives, they create a precedent which may one day be turned against them?

The object of the Canadian amendment is finally and above all to assure the respect of a principle inserted in paragraph 2 of Article 7 by the Peace Conference of 1919, and reaffirmed by the Council of the League of Nations and the International Labour Conference in 1922, and again by the Conference Delegation in 1946.

It will be remembered that when, at the Peace Conference of 1919, the original draft of the constitution of the International Labour Organization was submitted to the Commission on International Labour Legislation, this draft laid down that five members of the Governing Body were to be selected by the Governments of the five Great Powers, which were mentioned by name. That clause gave rise to strong objection on the part of Mr. Vandervelde, of Belgium, who was anxious that Germany should one day be included among the so-called permanent members of the Governing Body and also to retain a seat for Belgium. The result of the incident was the inscription in the Constitution of the Organization of the principle that the perpetual privilege of sitting in the Governing Body shall belong to States Members of chief industrial importance.

In 1922 the Council of the League of Nations, which had been called upon to consider claims made to it by India and Poland, adopted a report accepting that criterion of industrial importance, and giving an authoritative interpretation thereof.

In the same year 1922, the Governing Body submitted an amendment to the 1922 International Labour Conference in which it was recommended that the five Great Powers then on the Council of the League, as well as the United States of America, should be substituted for the eight States of chief industrial importance. That amendment was opposed by the Canadian Delegation, then led by the Honourable Ernest Lapointe, Minister of Justice. The Canadian Delegation urged that no seat should be allocated forever to any State, irrespective of its industrial importance, and that the principle sanctioned by Article 7 of the Constitution that all countries, not only those ranking as Great Powers, should have an opportunity to fill the named seats, should be maintained. The Canadian Delegation was supported by the Indian Delegation. When the vote was taken, the amendment proposed by the Governing Body was overwhelmingly rejected by 62 votes to 8.

For all these reasons, Mr. Chairman, the Canadian Delegation, jealous of the prerogative of the Government group and respectful of the Constitution, has the honour to move the adoption of the amendment it has submitted.

This amendment, Mr. Chairman, being of the nature of a compromise,—of a compromise between the Conference Delegation's proposal on the one hand, and the Australian, Mexican and Indian proposals on the other, should meet with unanimous approval.

Annex 7—Draft Agreement Between the United Nations and the International Labour Organization

Article 57 of the Charter of the United Nations provides that specialized agencies established by inter-governmental agreement and having wide international responsibilities as defined in their basic instruments in economic, social, cultural, educational, health, and related fields shall be brought into relationship with the United Nations.

The International Labour Conference, meeting in its twenty-seventh session in Paris on 3rd November, 1945, adopted a resolution confirming the desire of the International Labour Organization to enter into relationship with the United Nations on terms to be determined by agreement.

Therefore, the United Nations and the International Labour Organization agree as follows:

Article 1

The United Nations recognizes the International Labour Organization as a specialized agency responsible for taking such action as may be appropriate under its basic instrument for the accomplishment of the purposes set forth therein.

Article 2

RECIPROCAL REPRESENTATION

1. Representatives of the United Nations shall be invited to attend the meetings of the International Labour Conference (hereinafter called the Conference) and its committees, the Governing Body and its committees, and such general, regional or other special meetings as the International Labour Organization may convene, and to participate, without vote, in the deliberations of these bodies.

2. Representatives of the International Labour Organization shall be invited to attend meetings of the Economic and Social Council of the United Nations (hereinafter called the Council) and of its commissions and committees and to participate, without vote, in the deliberations of these bodies with respect to items on their agenda in which the International Labour Organization has indicated that it has an interest.

3. Representatives of the International Labour Organization shall be invited to attend in a consultative capacity meetings of the General Assembly and shall be afforded full opportunity for presenting to the General Assembly the views of the International Labour Organization on questions within the scope of its activities.

4. Representatives of the International Labour Organization shall be invited to attend meetings of the main committees of the General Assembly in which the International Labour Organization has an interest and to participate, without vote, in the deliberations thereof.

5. Representatives of the International Labour Organization shall be invited to attend the meetings of the Trusteeship Council and to participate, without vote, in the deliberations thereof with respect to items on the agenda in which the International Labour Organization has indicated that it has an interest.

6. Written statements of the Organization shall be distributed by the Secretariat of the United Nations to all Members of the General Assembly, the Council and its commissions and the Trusteeship Council as appropriate.

Article 3

PROPOSAL OF AGENDA ITEMS

Subject to such preliminary consultation as may be necessary, the International Labour Organization shall include on the agenda of the Governing Body items proposed to it by the United Nations. Similarly, the Council and its commissions and the Trusteeship Council shall include on their agenda items proposed by the International Labour Organization.

Article 4

RECOMMENDATIONS OF THE GENERAL ASSEMBLY AND OF THE COUNCIL

1. The International Labour Organization, having regard to the obligation of the United Nations to promote the objectives set forth in Article 55 of the Charter and the function and power of the Council, under Article 62 of the Charter, to make or initiate studies and reports with respect to international economic, social, cultural, educational, health and related matters and to make recommendations concerning these matters to the specialized agencies concerned, and having regard, also, to the responsibility of the United Nations, under Articles 58 and 63 of the Charter, to make recommendations for the co-ordination of the policies and activities of such specialized agencies, agrees to arrange for the submission, as soon as possible, to the Governing Body, the Conference or such other organ of the International Labour Organization, as may be appropriate, of all formal recommendations which the General Assembly or the Council may make to it.

2. The International Labour Organization agrees to enter into consultation with the United Nations upon request with respect to such recommendations, and in due course to report to the United Nations on the action taken by the Organization or by its members to give effect to such recommendations, or on the other results of their consideration.

3. The International Labour Organization affirms its intention of co-operating in whatever further measures may be necessary to make co-ordination of the activities of specialized agencies and those of the United Nations fully effective. In particular, it agrees to participate in, and to co-operate with, any body or bodies which the Council may establish for the purpose of facilitating such co-ordination and to furnish such information as may be required for the carrying out of this purpose.

Article 5

EXCHANGE OF INFORMATION AND DOCUMENTS

1. Subject to such arrangements as may be necessary for the safeguarding of confidential material, the fullest and promptest exchange of information and documents shall be made between the United Nations and the International Labour Organization.

2. Without prejudice to the generality of the provisions of paragraph 1:
 - (a) the International Labour Organization agrees to transmit to the United Nations regular reports on the activities of the International Labour Organization;
 - (b) the International Labour Organization agrees to comply to the fullest extent practicable with any request which the United Nations may make for the furnishing of special reports, studies or information, subject to the conditions set forth in Article 15; and
 - (c) the Secretary-General shall, upon request, consult with the Director regarding the provision to the International Labour Organization of such information as may be of special interest to the Organization.

Article 6

ASSISTANCE TO THE SECURITY COUNCIL

The International Labour Organization agrees to co-operate with the Economic and Social Council in furnishing such information and rendering such assistance to the Security Council as that Council may request including assistance in carrying out decisions of the Security Council for the maintenance or restoration of international peace and security.

Article 7

ASSISTANCE TO THE TRUSTEESHIP COUNCIL

The International Labour Organization agrees to co-operate with the Trusteeship Council in the carrying out of its functions and in particular agrees that it will, to the greatest extent possible, render such assistance as the Trusteeship Council may request in regard to matters with which the Organization is concerned.

Article 8

NON-SELF-GOVERNING TERRITORIES

The International Labour Organization agrees to co-operate with the United Nations in giving effect to the principles and obligations set forth in chapter XI of the Charter with regard to matters affecting the well being and development of the peoples of non-self-governing territories.

Article 9

RELATIONS WITH THE INTERNATIONAL COURT OF JUSTICE

1. The International Labour Organization agrees to furnish any information which may be requested by the International Court of Justice in pursuance of Article 34 of the Statute of the Court.

2. The General Assembly authorizes the International Labour Organization to request advisory opinions of the International Court of Justice on legal questions arising within the scope of its activities other than questions concerning the mutual relationships of the Organization and the United Nations or other specialized agencies.

3. Such request may be addressed to the Court by the Conference or by the Governing Body acting in pursuance of an authorization by the Conference.

4. When requesting the International Court of Justice to give an advisory opinion the International Labour Organization shall inform the Economic and Social Council of the request.

Article 10

HEADQUARTERS AND REGIONAL OFFICES

1. The International Labour Organization, having regard to the desirability of the headquarters of specialized agencies being situated at the permanent seat of the United Nations and to the advantages that flow from such centralization, agrees to consult the United Nations before making any decision concerning the location of its permanent headquarters.

2. Any regional or branch offices which the International Labour Organization may establish shall, so far as practicable, be closely associated with such regional or branch offices as the United Nations may establish.

Article 11

PERSONNEL ARRANGEMENTS

1. The United Nations and the International Labour Organization recognize that the eventual development of a single unified international civil service is desirable from the standpoint of effective administrative co-ordination, and with this end in view agree to develop common personnel standards, methods and arrangements designed to avoid serious discrepancies in terms and conditions of employment, to avoid competition in recruitment of personnel, and to facilitate interchange of personnel in order to obtain the maximum benefit from their services.

2. The United Nations and the International Labour Organization agree to co-operate to the fullest extent possible in achieving these ends and in particular they agree to:

- (a) consult together concerning the establishment of an International Civil Service Commission to advise on the means by which common standards of recruitment in the secretariats of the United Nations and of the specialized agencies may be ensured;
- (b) consult together concerning other matters relating to the employment of their officers and staff, including conditions of service, duration of appointments, classification, salary scales and allowances, retirement and pension rights and staff regulations and rules with a view to securing as much uniformity in these matters as shall be found practicable;
- (c) co-operate in the interchange of personnel, when desirable, on a temporary or permanent basis, making due provision for the retention of seniority and pension rights;
- (d) co-operate in the establishment and operation of suitable machinery for the settlement of disputes arising in connection with the employment of personnel and related matters.

Article 12

STATISTICAL SERVICES

1. The United Nations and the International Labour Organization agree to strive for maximum co-operation, the elimination of all undesirable duplication between them, and the most efficient use of their technical personnel in their respective collection, analysis, publication and dissemination.

tion of statistical information. They agree to combine their efforts to secure the greatest possible usefulness and utilization of statistical information and to minimize the burdens placed upon national governments and other organizations from which such information may be collected.

2. The International Labour Organization recognizes the United Nations as the central agency for the collection, analysis, publication, standardization and improvement of statistics serving the general purposes of international organizations.

3. The United Nations recognizes the International Labour Organization as the appropriate agency for the collection, analysis, publication, standardization and improvement of statistics within its special sphere, without prejudice to the right of the United Nations to concern itself with such statistics so far as they may be essential for its own purposes or for the improvement of statistics throughout the world.

4. The United Nations shall develop administrative instruments and procedures through which effective statistical co-operation may be secured between the United Nations and the agencies brought into relationship with it.

5. It is recognized as desirable that the collection of statistical information should not be duplicated by the United Nations or any of the specialized agencies whenever it is practicable for any of them to utilize information or materials which another may have available.

6. In order to build up a central collection of statistical information for general use, it is agreed that data supplied to the International Labour Organization for incorporation in its basic statistical series or special reports should so far as practicable be made available to the United Nations.

Article 13

ADMINISTRATIVE AND TECHNICAL SERVICES

1. The United Nations and the International Labour Organization recognize the desirability, in the interest of administrative and technical uniformity and of the most efficient use of personnel and resources, of avoiding, whenever possible, the establishment and operation of competitive or overlapping facilities and services among the United Nations and the specialized agencies.

2. Accordingly, the United Nations and the International Labour Organization agree to consult together concerning the establishment and use of common administrative and technical services and facilities in addition to those referred to in articles 11, 12 and 14, in so far as the establishment and use of such services may from time to time be found practicable and appropriate.

3. Arrangements shall be made between the United Nations and the International Labour Organization in regard to the registration and deposit of official documents.

Article 14

BUDGETARY AND FINANCIAL ARRANGEMENTS

1. The International Labour Organization recognizes the desirability of establishing close budgetary and financial relationships with the United Nations in order that the administrative operations of the United Nations

and of the specialized agencies shall be carried out in the most efficient and economical manner possible, and that the maximum measure of co-ordination and uniformity with respect to these operations shall be secured.

2. The United Nations and the International Labour Organization agree to co-operate to the fullest extent possible in achieving these ends and, in particular, shall consult together concerning the desirability of making appropriate arrangements for the inclusion of the budget of the Organization within a general budget of the United Nations. Any such arrangements which may be made shall be defined in a supplementary agreement between the two organizations.

3. In the preparation of the budget of the International Labour Organization the Organization shall consult with the United Nations.

4. The International Labour Organization agrees to transmit its proposed budget to the United Nations annually at the same time as such budget is transmitted to its members. The General Assembly shall examine the budget or proposed budget of the Organization and may make recommendations to it concerning any item or items contained therein.

5. Representatives of the International Labour Organization shall be entitled to participate, without vote, in the deliberations of the General Assembly or any committee thereof at all times when the budget of the Organization or general administrative or financial questions affecting the Organization are under consideration.

6. The United Nations may undertake the collection of contributions from those members of the International Labour Organization which are also Members of the United Nations in accordance with such arrangements as may be defined by a later agreement between the United Nations and the International Labour Organization.

7. The United Nations shall, upon its own initiative or upon the request of the International Labour Organization, arrange for studies to be undertaken concerning other financial and fiscal questions of interest to the Organization and to other specialized agencies with a view to the provision of common services and the securing of uniformity in such matters.

8. The International Labour Organization agrees to conform as far as may be practicable to standard practices and forms recommended by the United Nations.

Article 15

FINANCING OF SPECIAL SERVICES

1. In the event of the International Labour Organization being faced with the necessity of incurring substantial extra expense as a result of any request which the United Nations may make for special reports, studies or assistance in accordance with articles 5, 6 or 7, or with other provisions of this agreement, consultation shall take place with a view to determining the most equitable manner in which such expense shall be borne.

2. Consultation between the United Nations and the International Labour Organization shall similarly take place with a view to making such arrangements as may be found equitable for covering the costs of central administrative, technical or fiscal services or facilities or other special assistance provided by the United Nations.

Article 16

INTER-AGENCY AGREEMENTS

The International Labour Organization agrees to inform the Council of the nature and scope of any formal agreement between the International Labour Organization and any other specialized agency or inter-governmental organization and in particular agrees to inform the Council before any such agreement is concluded.

Article 17

LIAISON

1. The United Nations and the International Labour Organization agree to the foregoing provisions in the belief that they will contribute to the maintenance of effective liaison between the two organizations. They affirm their intention of taking whatever further measures may be necessary to make this liaison fully effective.

2. The liaison arrangements provided for in the foregoing articles of this agreement shall apply as far as appropriate to the relations between such branch or regional offices as may be established by the two organizations as well as between their central machinery.

Article 18

IMPLEMENTATION OF THE AGREEMENT

The Secretary-General and the Director may enter into such supplementary arrangements for the implementation of this agreement as may be found desirable in the light of the operating experience of the two organizations.

Article 19

REVISION

This agreement shall be subject to revision by agreement between the United Nations and the International Labour Organization.

Article 20

ENTRY INTO FORCE

This agreement shall come into force on its approval by the General Assembly of the United Nations and the General Conference of the International Labour Organization.

New York, 30 May, 1946

(signed)

A. Ramaswami MUDALIAR,
*President of the Economic and Social Council
of the United Nations and Chairman of the Com-
mittee of the Council on Negotiations with
Specialized Agencies.*

G. MYRDDIN-EVANS,
*Chairman of the Governing Body of the Inter-
national Labour Office and of the Negotiating
Delegation of the International Labour Organi-
zation.*

Annex 8—Instrument for the Amendment of the Constitution of the International Labour Organization

The General Conference of the International Labour Organization, having been convened at Montreal by the Governing Body of the International Labour Office, and having met in its Twenty-ninth Session on 19th September, 1946; and having decided upon the adoption of certain amendments to the Constitution of the International Labour Organization, a question which is included in the second item on the agenda of the Session, adopts, this ninth day of October of the year one thousand nine hundred and forty-six, the following instrument for the amendment of the Constitution of the International Labour Organization, which may be cited as the Constitution of the International Labour Organization Instrument of Amendment, 1946:

Article 1

As from the date of the coming into force of this Instrument of Amendment, the Constitution of the International Labour Organization, of which the text at present in force is set forth in the first column of the Annex to this Instrument, shall have effect as amended in the second column of the said Annex.

Article 2

Two copies of this Instrument of Amendment shall be authenticated by the signatures of the President of the Conference and of the Director-General of the International Labour Office. One of these copies shall be deposited in the archives of the International Labour Office and the other shall be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations. The Director-General will communicate a certified copy of the Instrument to all the Members of the International Labour Organization.

Article 3

1. The formal ratifications or acceptances of this Instrument of Amendment shall be communicated to the Director-General of the International Labour Office, who shall notify the Members of the Organization of the receipt thereof.

2. This Instrument of Amendment will come into force in accordance with the provisions of Article 36 of the Constitution of the Organization.

3. On the coming into force of this Instrument, the Director-General of the International Labour Office shall so notify all the Members of the International Labour Organization, the Secretary-General of the United Nations, and all the States having signed the Charter of the United Nations.

THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANIZATION

Amended Text¹

PREAMBLE

Whereas universal and lasting peace can be established only if it is based upon social justice;

And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required: as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, *recognition of the principle of equal remuneration for work of equal value*, recognition of the principle of freedom of association, the organization of vocational and technical education and other measures;

Whereas, also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries;

The HIGH CONTRACTING PARTIES, moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world, *and with a view to attaining the objectives set forth in this Preamble*, agree to the following Constitution of the International Labour Organization:

CHAPTER I—ORGANIZATION

Article 1

1. A permanent organization is hereby established for the promotion of the objects set forth in the Preamble *to this Constitution and in the Declaration concerning the aims and purposes of the International Labour Organization adopted at Philadelphia on 10th May, 1944, the text of which is annexed to this Constitution.*

2. The Members of the International Labour Organization shall be the States which were Members of the Organization on 1st November, 1945, and such other States as may become Members in pursuance of the provisions of paragraphs 3 and 4 of this Article.

3. Any original Member of the United Nations and any State admitted to membership of the United Nations by a decision of the General Assembly in accordance with the provisions of the Charter may become a Member of the International Labour Organization by communicating to the *Director-General* of the International Labour Office its formal acceptance of the obligations of the Constitution of the International Labour Organization.

4. The General Conference of the International Labour Organization may also admit Members to the Organization by a vote concurred in by two thirds of the delegates attending the session, including two thirds of

¹ New or revised portions of the Constitution are printed in italics.

the Government delegates present and voting. Such admission shall take effect on the communication to the *Director-General* of the International Labour Office by the Government of the new Member of its formal acceptance of the obligations of the Constitution of the Organization.

5. No Member of the International Labour Organization may withdraw from the Organization without giving notice of its intention so to do to the *Director-General* of the International Labour Office. Such notice shall take effect two years after the date of its reception by the *Director-General*, subject to the Member having at that time fulfilled all financial obligations arising out of its membership. When a Member has ratified any International Labour Convention, such withdrawal shall not affect the continued validity for the period provided for in the Convention of all obligations arising thereunder or relating thereto.

6. In the event of any State having ceased to be a Member of the Organization, its readmission to membership shall be governed by the provisions of paragraph 3 or paragraph 4 of this Article as the case may be.

Article 2

The permanent organization shall consist of:

- (a) a General Conference of representatives of the Members;
- (b) a *Governing Body* composed as described in Article 7; and
- (c) an International Labour Office controlled by the Governing Body.

Article 3

1. The meetings of the General Conference of representatives of the Members shall be held from time to time as occasion may require, and at least once in every year. It shall be composed of four representatives of each of the Members, of whom two shall be Government delegates and the two others shall be delegates representing respectively the employers and the workpeople of each of the Members.

2. Each delegate may be accompanied by advisers, who shall not exceed two in number for each item on the agenda of the meeting. When questions specially affecting women are to be considered by the Conference, one at least of the advisers should be a woman.

3. *Each Member which is responsible for the international relations of non-metropolitan territories may appoint as additional advisers to each of its delegates:*

- (a) *persons nominated by it as representatives of any such territory in regard to matters within the self-governing powers of that territory; and*
- (b) *persons nominated by it to advise its delegates in regard to matters concerning non-self-governing territories.*

4. *In the case of a territory under the joint authority of two or more Members, persons may be nominated to advise the delegates of such Members.*

5. The Members undertake to nominate non-Government delegates and advisers chosen in agreement with the industrial organizations, if such organizations exist, which are most representative of employers or workpeople, as the case may be, in their respective countries.

6. Advisers shall not speak except on a request made by the delegate whom they accompany and by the special authorization of the President of the Conference, and may not vote.

7. A delegate may by notice in writing addressed to the President appoint one of his advisers to act as his deputy, and the adviser, while so acting, shall be allowed to speak and vote.

8. The names of the delegates and their advisers will be communicated to the International Labour Office by the Government of each of the Members.

9. The credentials of delegates and their advisers shall be subject to scrutiny by the Conference, which may, by two thirds of the votes cast by the delegates present, refuse to admit any delegate or adviser whom it deems not to have been nominated in accordance with this Article.

Article 4

1. Every delegate shall be entitled to vote individually on all matters which are taken into consideration by the Conference.

2. If one of the Members fails to nominate one of the non-Government delegates whom it is entitled to nominate, the other non-Government delegate shall be allowed to sit and speak at the Conference, but not to vote.

3. If in accordance with Article 3 the Conference refuses admission to a delegate of one of the Members, the provisions of the present Article shall apply as if that delegate had not been nominated.

Article 5

The meetings of the Conference shall, *subject to any decisions which may have been taken by the Conference itself at a previous meeting, be held at such place as may be decided by the Governing Body.*

Article 6

Any change in the seat of the International Labour Office shall be decided by the Conference by a two-thirds majority of the votes cast by the delegates present.

Article 7

1. *The Governing Body shall consist of thirty-two persons:*

Sixteen representing Governments,
Eight representing the employers, and
Eight representing the workers.

2. Of the sixteen persons representing Governments, eight shall be appointed by the Members of chief industrial importance, and eight shall be appointed by the Members selected for that purpose by the Government delegates to the Conference, excluding the delegates of the eight Members mentioned above. Of the sixteen Members represented, six shall be non-European States.

3. *The Governing Body shall as occasion requires determine which are the Members of the Organization of chief industrial importance and shall make rules to ensure that all questions relating to the selection of the Members of chief industrial importance are considered by an impartial committee before being decided by the Governing Body. Any appeal made by a Member from the declaration of the Governing Body as to which are the Members of chief industrial importance shall be decided by the Conference, but an appeal to the Conference shall not suspend the application of the declaration until such time as the Conference decides the appeal.*

4. The persons representing the employers and the persons representing the workers shall be elected respectively by the employers' delegates and the workers' delegates to the Conference. Two employers' representatives and two workers' representatives shall belong to non-European States.

5. The period of office of the Governing Body shall be three years. *If for any reason the Governing Body elections do not take place on the expiry of this period, the Governing Body shall remain in office until such elections are held.*

6. The method of filling vacancies and of appointing substitutes and other similar questions may be decided by the Governing Body subject to the approval of the Conference.

7. The Governing Body shall, from time to time, *elect from its number a Chairman and two Vice-Chairmen, of whom one shall be a person representing a Government, one a person representing the employers, and one a person representing the workers.*

8. The Governing Body shall regulate its own procedure and shall fix its own times of meeting. A special meeting shall be held if a written request to that effect is made by at least twelve of the representatives on the Governing Body.

Article 8

1. There shall be a *Director-General* of the International Labour Office, who shall be appointed by the Governing Body, and, subject to the instructions of the Governing Body, shall be responsible for the efficient conduct of the International Labour Office and for such other duties as may be assigned to him.

2. The *Director-General* or his deputy shall attend all meetings of the Governing Body.

Article 9

1. The staff of the International Labour Office shall be appointed by the *Director-General* under regulations approved by the Governing Body.

2. So far as is possible with due regard to the efficiency of the work of the Office, the *Director-General* shall select persons of different nationalities.

3. A certain number of these persons shall be women.

4. *The responsibilities of the Director-General and the staff shall be exclusively international in character. In the performance of their duties, the Director-General and the staff shall not seek or receive instructions from any Government or from any other authority external to the Organization. They shall refrain from any action which might reflect on their position as international officials responsible only to the Organization.*

5. Each Member of the Organization undertakes to respect the *exclusively international character of the responsibilities of the Director-General and the staff and not to seek to influence them in the discharge of their responsibilities.*

Article 10

1. The functions of the International Labour Office shall include the collection and distribution of information on all subjects relating to the international adjustment of conditions of industrial life and labour, and particularly the examination of subjects which it is proposed to bring before

the Conference with a view to the conclusion of international Conventions, and the conduct of such special investigations as may be ordered by the Conference *or by the Governing Body*.

2. *Subject to such directions as the Governing Body may give, the Office will—*

- (a) *prepare the documents on the various items of the agenda for the meetings of the Conference;*
- (b) *accord to Governments at their request all appropriate assistance within its power in connection with the framing of laws and regulations on the basis of the decisions of the Conference and the improvement of administrative practices and systems of inspection;*
- (c) *carry out the duties required of it by the provisions of this Constitution in connection with the effective observance of Conventions;*
- (d) *edit and issue, in such languages as the Governing Body may think desirable, publications dealing with problems of industry and employment of international interest.*

3. Generally, it shall have such other powers and duties as may be assigned to it by the Conference *or by the Governing Body*.

Article 11

The Government departments of any of the Members which deal with questions of industry and employment may communicate directly with the *Director-General* through the representative of their Government on the Governing Body of the International Labour Office or, failing any such representative, through such other qualified official as the Government may nominate for the purpose.

Article 12

1. *The International Labour Organization shall co-operate within the terms of this Constitution with any general international organization entrusted with the co-ordination of the activities of public international organizations having specialized responsibilities and with public international organizations having specialized responsibilities in related fields.*

2. *The International Labour Organization may make appropriate arrangements for the representatives of public international organizations to participate without vote in its deliberations.*

3. *The International Labour Organization may make suitable arrangements for such consultation as it may think desirable with recognized non-governmental international organizations, including international organizations of employers, workers, agriculturists and co-operators.*

Article 13

1. The International Labour Organization may make such financial and budgetary arrangements with the United Nations as may appear appropriate.

2. Pending the conclusion of such arrangements or if at any time no such arrangements are in force—

- (a) each of the Members will pay the travelling and subsistence expenses of its delegates and their advisers and of its representatives attending the meetings of the Conference or the Governing Body, as the case may be;
- (b) all other expenses of the International Labour Office and of the meetings of the Conference or Governing Body shall be paid by the *Director-General* of the International Labour Office out of the general funds of the International Labour Organization;
- (c) the arrangements for the approval, allocation and collection of the budget of the International Labour Organization shall be determined by the Conference by a two-thirds majority of the votes cast by the delegates present, and shall provide for the approval of the budget and of the arrangements for the allocation of expenses among the Members of the Organization by a committee of Government representatives.

3. The expenses of the International Labour Organization shall be borne by the Members in accordance with the arrangements in force in virtue of paragraph 1 or paragraph 2 (c) of this Article.

4. A Member of the Organization which is in arrears in the payment of its financial contribution to the Organization shall have no vote in the Conference, in the Governing Body, in any committee, or in the elections of members of the Governing Body, if the amount of its arrears equals or exceeds the amount of the contributions due from it for the preceding two full years: *Provided that the Conference may by a two-thirds majority of the votes cast by the delegates present permit such a Member to vote if it is satisfied that the failure to pay is due to conditions beyond the control of the Member.*

5. The *Director-General* of the International Labour Office shall be responsible to the Governing Body for the proper expenditure of the funds of the International Labour Organization.

CHAPTER II—PROCEDURE

Article 14

1. The agenda for all meetings of the Conference will be settled by the Governing Body, *which shall consider any suggestion as to the agenda that may be made by the Government of any of the Members or by any representative organization recognized for the purpose of Article 3, or by any public international organization.*

2. *The Governing Body shall make rules to ensure thorough technical preparation and adequate consultation of the Members primarily concerned by means of a preparatory Conference or otherwise, prior to the adoption of a Convention or Recommendation by the Conference.*

Article 15

1. The *Director-General* shall act as the *Secretary-General* of the Conference, and shall transmit the agenda so as to reach the Members four months before the meeting of the Conference, and, through them, the non-Government delegates when appointed.

2. *The reports on each item of the agenda shall be despatched so as to reach the Members in time to permit adequate consideration before the meeting of the Conference. The Governing Body shall make rules for the application of this provision.*

Article 16

1. Any of the Governments of the Members may formally object to the inclusion of any item or items in the agenda. The grounds for such objection shall be set forth in a statement addressed to the *Director-General* who shall circulate it to all the Members of the Organization.

2. Items to which such objection has been made shall not, however, be excluded from the agenda, if at the Conference a majority of two-thirds of the votes cast by the delegates present is in favour of considering them.

3. If the Conference decides (otherwise than under the preceding paragraph) by two-thirds of the votes cast by the delegates present that any subject shall be considered by the Conference, that subject shall be included in the agenda for the following meeting.

Article 17

1. *The Conference shall elect a President and three Vice-Presidents. One of the Vice-Presidents shall be a Government delegate, one an employers' delegate and one a workers' delegate.* The Conference shall regulate its own procedure and may appoint committees to consider and report on any matter.

2. Except as otherwise expressly provided in this *Constitution* or by the terms of any Convention or other instrument conferring powers on the Conference or of the financial and budgetary arrangements adopted in virtue of Article 13, all matters shall be decided by a simple majority of the votes cast by the delegates present.

3. The voting is void unless the total number of votes cast is equal to half the number of the delegates attending the Conference.

Article 18

The Conference may add to any committees which it appoints technical experts without power to vote.

Article 19

1. When the Conference has decided on the adoption of proposals with regard to an item in the agenda, it will rest with the Conference to determine whether these proposals should take the form: (a) *of an international Convention*, or (b) *of a Recommendation to meet circumstances where the subject, or aspect of it, dealt with is not considered suitable or appropriate at that time for a Convention*.

2. In either case a majority of two-thirds of the votes cast by the delegates present shall be necessary on the final vote for the adoption of the *Convention* or *Recommendation*, as the case may be, by the Conference.

3. In framing any *Convention* or *Recommendation* of general application the Conference shall have due regard to those countries in which climatic conditions, the imperfect development of industrial organization, or other special circumstances make the industrial conditions substantially different and shall suggest the modifications, if any, which it considers may be required to meet the case of such countries.

4. *Two copies of the Convention or Recommendation shall be authenticated by the signatures of the President of the Conference and of the Director-General. Of these copies one shall be deposited in the archives of*

the International Labour Office and the other with the Secretary-General of the United Nations. The Director-General will communicate a certified copy of the Convention or Recommendation to each of the Members.

5. In the case of a Convention—

- (a) *the Convention will be communicated to all Members for ratification;*
- (b) *each of the Members undertakes that it will, within the period of one year at most from the closing of the session of the Conference, or if it is impossible owing to exceptional circumstances to do so within the period of one year, then at the earliest practicable moment and in no case later than eighteen months from the closing of the session of the Conference, bring the Convention before the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action;*
- (c) *Members shall inform the Director-General of the International Labour Office of the measures taken in accordance with this Article to bring the Convention before the said competent authority or authorities, with particulars of the authority or authorities regarded as competent, and of the action taken by them;*
- (d) *if the Member obtains the consent of the authority or authorities within whose competence the matter lies, it will communicate the formal ratification of the Convention to the Director-General and will take such action as may be necessary to make effective the provisions of such Convention;*
- (e) *if the Member does not obtain the consent of the authority or authorities within whose competence the matter lies, no further obligation shall rest upon the Member except that it shall report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body, the position of its law and practice in regard to the matters dealt with in the Convention, showing the extent to which effect has been given, or is proposed to be given, to any of the provisions of the Convention by legislation, administrative action, collective agreement or otherwise and stating the difficulties which prevent or delay the ratification of such Convention.*

6. In the case of a Recommendation—

- (a) *the Recommendation will be communicated to all Members for their consideration with a view to effect being given to it by national legislation or otherwise;*
- (b) *each of the Members undertakes that it will, within a period of one year at most from the closing of the session of the Conference, or if it is impossible owing to exceptional circumstances to do so within the period of one year, then at the earliest practicable moment and in no case later than eighteen months after the closing of the Conference, bring the Recommendation before the authority or authorities within whose competence the matter lies for the enactment of legislation or other action;*
- (c) *the Members shall inform the Director-General of the International Labour Office of the measures taken in accordance with this article to bring the Recommendation before the said competent authority or authorities with particulars of the authority or authorities regarded as competent, and of the action taken by them;*

- (d) apart from bringing the Recommendation before the said competent authority or authorities, no further obligation shall rest upon the Members, except that they shall report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body, the position of the law and practice in their country in regard to the matters dealt with in the Recommendation, showing the extent to which effect has been given, or is proposed to be given, to the provisions of the recommendation and such modifications of these provisions as it has been found or may be found necessary to make in adopting or applying them.

7. In the case of a federal State, the following provisions shall apply:

- (a) in respect of Conventions and Recommendations which the federal Government regards as appropriate under its constitutional system for federal action, the obligations of the federal State shall be the same as those of Members which are not federal States;
- (b) in respect of Conventions and Recommendations which the federal Government regards as appropriate under its constitutional system, in whole or in part, for action by the constituent States, provinces, or cantons rather than for federal action, the federal Government shall—
- (i) make, in accordance with its Constitution and the Constitutions of the States, provinces or cantons concerned, effective arrangements for the reference of such Conventions and Recommendations not later than eighteen months from the closing of the session of the Conference to the appropriate federal, State, provincial or cantonal authorities for the enactment of legislation or other action;
 - (ii) arrange, subject to the concurrence of the State, provincial or cantonal Governments concerned, for periodical consultations between the federal and the State, provincial or cantonal authorities with a view to promoting within the federal State co-ordinated action to give effect to the provisions of such Conventions and Recommendations;
 - (iii) inform the Director-General of the International Labour Office of the measures taken in accordance with this article to bring such Conventions and Recommendations before the appropriate federal, State, provincial or cantonal authorities with particulars of the authorities regarded as appropriate and of the action taken by them;
 - (iv) in respect of each such Convention which it has not ratified, report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body, the position of the law and practice of the federation and its constituent States, provinces or cantons in regard to the Convention, showing the extent to which effect has been given, or is proposed to be given, to any of the provisions of the Convention by legislation, administrative action, collective agreement, or otherwise;
 - (v) in respect of each such Recommendation, report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body, the position of the law and practice of the federation and its constituent States, provinces or cantons in regard to the

Recommendation, showing the extent to which effect has been given, or is proposed to be given, to the provisions of the Recommendation and such modifications of these provisions as have been found or may be found necessary in adopting or applying them.

8. *In no case shall the adoption of any Convention or Recommendation by the Conference, or the ratification of any Convention by any Member, be deemed to affect any law, award, custom or agreement which ensures more favourable conditions to the workers concerned than those provided for in the Convention or Recommendation.*

Article 20

Any Convention so ratified shall be communicated by the Director-General of the International Labour Office to the Secretary-General of the United Nations for registration in accordance with the provisions of Article 102 of the Charter of the United Nations but shall only be binding upon the Members which ratify it.

Article 21

1. *If any Convention coming before the Conference for final consideration fails to secure the support of two thirds of the votes cast by the delegates present, it shall nevertheless be within the right of any of the Members of the Organization to agree to such Convention among themselves.*

2. *Any Convention so agreed to shall be communicated by the Governments concerned to the Director-General of the International Labour Office and to the Secretary-General of the United Nations for registration in accordance with the provisions of Article 102 of the Charter of the United Nations.*

Article 22

Each of the Members agrees to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of Conventions to which it is a party. These reports shall be made in such form and shall contain such particulars as the Governing Body may request.

Article 23

1. *The Director-General shall lay before the next meeting of the Conference a summary of the information and reports communicated to him by Members in pursuance of Articles 19 and 22.*

2. *Each Member shall communicate to the representative organizations recognized for the purpose of Article 3 copies of the information and reports communicated to the Director-General in pursuance of Articles 19 and 22.*

Article 24

In the event of any representation being made to the International Labour Office by an industrial association of employers or of workers that any of the Members has failed to secure in any respect the effective observance within its jurisdiction of any Convention to which it is a party, the Governing Body may communicate this representation to the Government against which it is made, and may invite that Government to make such statement on the subject as it may think fit.

Article 25

If no statement is received within a reasonable time from the Government in question, or if the statement when received is not deemed to be satisfactory by the Governing Body, the latter shall have the right to publish the representation and the statement, if any, made in reply to it.

Article 26

1. Any of the Members shall have the right to file a complaint with the International Labour Office if it is not satisfied that any other Member is securing the effective observance of any Convention which both have ratified in accordance with the foregoing Articles.

2. The Governing Body may, if it thinks fit, before referring such a complaint to a Commission of Enquiry, as hereinafter provided for, communicate with the Government in question in the manner described in Article 24.

3. If the Governing Body does not think it necessary to communicate the complaint to the Government in question, or if, when *it has* made such communication, no statement in reply has been received within a reasonable time which the Governing Body considers to be satisfactory, the Governing Body may *appoint* a Commission of Enquiry to consider the complaint and to report thereon.

4. The Governing Body may adopt the same procedure either of its own motion or on receipt of a complaint from a delegate to the Conference.

5. When any matter arising out of Articles 25 or 26 is being considered by the Governing Body, the Government in question shall, if not already represented thereon, be entitled to send a representative to take part in the proceedings of the Governing Body while the matter is under consideration. Adequate notice of the date on which the matter will be considered shall be given to the Government in question.

Article 27

The Members agree that, in the event of the reference of a complaint to a Commission of Enquiry under Article 26, they will each, whether directly concerned in the complaint or not, place at the disposal of the Commission all the information in their possession which bears upon the subject matter of the complaint.

Article 28

When the Commission of Enquiry has fully considered the complaint, it shall prepare a report embodying its findings on all questions of fact relevant to determining the issue between the parties and containing such recommendations as it may think proper as to the steps which should be taken to meet the complaint and the time within which they should be taken.

Article 29

1. *The Director-General of the International Labour Office* shall communicate the report of the Commission of Enquiry *to the Governing Body* and to each of the Governments concerned in the complaint, and shall cause it to be published.

2. Each of these Governments shall within *three months* inform the *Director-General of the International Labour Office* whether or not it

accepts the recommendations contained in the report of the Commission; and if not, whether it proposes to refer the complaint to the *International Court of Justice*.

Article 30

In the event of any Member failing to take the action required by paragraphs 5 (b), 6 (b) or 7 (b) (i) of Article 19 with regard to a Convention or Recommendation, any other Member shall be entitled to refer the matter to the *Governing Body*. In the event of the *Governing Body* finding that there has been such a failure, it shall report the matter to the Conference.

Article 31

The decision of the *International Court of Justice* in regard to a complaint or matter which has been referred to it in pursuance of Article 29 shall be final.

Article 32

The *International Court of Justice* may affirm, vary or reverse any of the findings or recommendations of the Commission of Enquiry, if any.

Article 33

In the event of any Member failing to carry out within the time specified the recommendations, if any, contained in the report of the Commission of Enquiry, or in the decision of the *International Court of Justice*, as the case may be, the *Governing Body* may recommend to the Conference such action as it may deem wise and expedient to secure compliance therewith.

Article 34

The defaulting Government may at any time inform the *Governing Body* that it has taken the steps necessary to comply with the recommendations of the Commission of Enquiry or with those in the decision of the *International Court of Justice*, as the case may be, and may request it to constitute a Commission of Enquiry to verify its contention. In this case the provisions of Articles 27, 28, 29, 31 and 32 shall apply, and if the report of the Commission of Enquiry or the decision of the *International Court of Justice* is in favour of the defaulting Government, the *Governing Body* shall forthwith recommend the discontinuance of any action taken in pursuance of Article 33.

CHAPTER III—GENERAL

Article 35

1. The Members undertake that Conventions which they have ratified in accordance with the provisions of this Constitution shall be applied to the non-metropolitan territories for whose international relations they are responsible, including any trust territories for which they are the administering authority, except where the subject matter of the Convention is within the self-governing powers of the territory or the Convention is inapplicable owing to the local conditions or subject to such modifications as may be necessary to adapt the Convention to local conditions.

2. Each Member which ratifies a Convention shall as soon as possible after ratification communicate to the Director-General of the International Labour Office a declaration stating in respect of the territories other than those referred to in paragraphs 4 and 5 below the extent to which it undertakes that the provisions of the Convention shall be applied and giving such particulars as may be prescribed by the Convention.

3. Each Member which has communicated a declaration in virtue of the preceding paragraph may from time to time, in accordance with the terms of the Convention, communicate a further declaration modifying the terms of any former declaration and stating the present position in respect of such territories.

4. Where the subject matter of the Convention is within the self-governing powers of any non-metropolitan territory the Member responsible for the international relations of that territory shall bring the Convention to the notice of the Government of the territory as soon as possible with a view to the enactment of legislation or other action by such Government. Thereafter the Member, in agreement with the Government of the territory, may communicate to the Director-General of the International Labour Office a declaration accepting the obligations of the Convention on behalf of such territory.

5. A declaration accepting the obligations of any Convention may be communicated to the Director-General of the International Labour Office—

- (a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or
- (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

6. Acceptance of the obligations of a Convention in virtue of paragraph 4 or paragraph 5 shall involve the acceptance on behalf of the territory concerned of the obligations stipulated by the terms of the Convention and the obligations under the Constitution of the Organization which apply to ratified Conventions. A declaration of acceptance may specify such modifications of the provisions of the Convention as may be necessary to adapt the Convention to local conditions.

7. Each Member or international authority which has communicated a declaration in virtue of paragraph 4 or paragraph 5 of this Article may from time to time, in accordance with the terms of the Convention, communicate a further declaration modifying the terms of any former declaration or terminating the acceptance of the obligations of the Convention on behalf of the territory concerned.

8. If the obligations of a Convention are not accepted on behalf of a territory to which paragraph 4 or paragraph 5 of this Article relates, the Member or Members or international authority concerned shall report to the Director-General of the International Labour Office the position of the law and practice of that territory in regard to the matters dealt with in the Convention and the report shall show the extent to which effect has been given, or is proposed to be given, to any of the provisions of the Convention by legislation, administrative action, collective agreement or otherwise and shall state the difficulties which prevent or delay the acceptance of such Convention.

Article 36

Amendments to this Constitution which are adopted by the Conference by a majority of two thirds of the votes cast by the delegates present shall take effect when ratified or accepted by two thirds of the Members of the Organization including five of the eight Members which are represented on the Governing Body as Members of chief industrial importance in accordance with the provisions of paragraph 3 of Article 7 of this Constitution.

Article 37

1. Any question or dispute relating to the interpretation of *this Constitution* or of any subsequent Convention concluded by the Members in pursuance of the provisions of *this Constitution* shall be referred for decision to the *International Court of Justice*.

2. *Notwithstanding the provisions of paragraph 1 of this Article the Governing Body may make and submit to the Conference for approval rules providing for the appointment of a tribunal for the expeditious determination of any dispute or question relating to the interpretation of a Convention which may be referred thereto by the Governing Body or in accordance with the terms of the Convention. Any applicable judgment or advisory opinion of the International Court of Justice shall be binding upon any tribunal established in virtue of this paragraph. Any award made by such a tribunal shall be circulated to the Members of the Organization and any observations which they may make thereon shall be brought before the Conference.*

Article 38

1. *The International Labour Organization may convene such regional conferences and establish such regional agencies as may be desirable to promote the aims and purposes of the Organization.*

2. *The powers, functions and procedure of regional conferences shall be governed by rules drawn up by the Governing Body and submitted to the General Conference for confirmation.*

CHAPTER IV—MISCELLANEOUS PROVISIONS

Article 39

The International Labour Organization shall possess full juridical personality and in particular the capacity—

- (a) *to contract;*
- (b) *to acquire and dispose of immovable and movable property;*
- (c) *to institute legal proceedings.*

Article 40

1. *The International Labour Organization shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for fulfilment of its purposes.*

2. *Delegates to the Conference, members of the Governing Body and the Director-General and officials of the Office shall likewise enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization.*

3. *Such privileges and immunities shall be defined in a separate agreement to be prepared by the Organization with a view to its acceptance by the Members.*

ANNEX

DECLARATION CONCERNING THE AIMS AND PURPOSES OF THE INTERNATIONAL LABOUR ORGANIZATION

The General Conference of the International Labour Organization, meeting in its Twenty-sixth Session in Philadelphia, hereby adopts, this tenth day of May in the year nineteen hundred and forty-four, the present Declaration of the aims and purposes of the International Labour Organization and of the principles which should inspire the policy of its Members.

I

The Conference reaffirms the fundamental principles on which the Organization is based and, in particular, that:

- (a) labour is not a commodity;
- (b) freedom of expression and of association are essential to sustained progress;
- (c) poverty anywhere constitutes a danger to prosperity everywhere;
- (d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of Governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.

II

Believing that experience has fully demonstrated the truth of the statement in the Constitution of the International Labour Organization that lasting peace can be established only if it is based on social justice, the Conference affirms that:

- (a) all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;
- (b) the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy;
- (c) all national and international policies and measures, in particular those of an economic and financial character, should be judged in this light and accepted only in so far as they may be held to promote and not to hinder the achievement of this fundamental objective;
- (d) it is a responsibility of the International Labour Organization to examine and consider all international economic and financial policies and measures in the light of this fundamental objective;
- (e) in discharging the tasks entrusted to it the International Labour Organization, having considered all relevant economic and financial factors, may include in its decisions and recommendations any provisions which it considers appropriate.

III

The Conference recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programmes which will achieve:

- (a) full employment and the raising of standards of living;
- (b) the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common well-being;
- (c) the provision, as a means to the attainment of this end and under adequate guarantees for all concerned, of facilities for training and the transfer of labour, including migration for employment and settlement;
- (d) policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection;
- (e) the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures;
- (f) the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care;
- (g) adequate protection for the life and health of workers in all occupations;
- (h) provision for child welfare and maternity protection;
- (i) the provision of adequate nutrition, housing and facilities for recreation and culture;
- (j) the assurance of equality of educational and vocational opportunity.

IV

Confident that the fuller and broader utilization of the world's productive resources necessary for the achievement of the objectives set forth in this Declaration can be secured by effective international and national action, including measures to expand production and consumption, to avoid severe economic fluctuations, to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade, the Conference pledges the full co-operation of the International Labour Organization with such international bodies as may be entrusted with a share of the responsibility for this great task and for the promotion of the health, education and well-being of all peoples.

V

The Conference affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilized world.

Annex 9—Partial Text of Address by Mr. Trygve Lie

In meeting you here to-day, I do not have the feeling that I meet you as an outsider. In the first place, of course, I have been a member of the working class movement since boyhood and, because of that, I have been directly concerned with the activities of the International Labour Organization. I have followed the work of that Organization since it was organized in 1919, and although I last attended a meeting of this Conference in 1925, when I was adviser to the Workers' group of the Norwegian delegation, I have continued to keep track of its activities. . . .

What I want to do is to discuss briefly the part which the International Labour Organization has to play in the future, and the relationship of its work with the activities of the United Nations. The broad objectives of the United Nations in the economic and social field are laid down in Article 55 of the Charter, and they are to "promote higher standards of living, full employment, and conditions of economic and social progress and development." This directive constitutes a challenge to our energy and our devotion, and it will continue to do so for many years to come. My own feeling has been that the accomplishment of the positive economic and social aims of the Charter will require more of our energy and resources than the mere prevention of armed conflict.

The United Nations does not possess the machinery to accomplish all of these objectives by itself. It must depend to a great extent upon other bodies. Its function is to co-ordinate the activities of these different organs which are designed to carry out the purposes of the Charter. In the case of the International Labour Organization, the United Nations looks to an Organization of proved efficiency, in which employers and workers as well as Governments are represented, to carry out one of the most important branches of this work. A glance at the agenda of this Conference shows that you are doing so. For example, by your work on the organization of employment, you are making a real contribution toward the achievement of full employment throughout the world. This is part of the mandate of the Economic and Social Council. You are also considering the question of minimum standards of social policy in non-self-governing territories. The welfare of these territories is a special concern of the United Nations. Your work on the protection of children fits in with the work of the Social Commission which will be set up under the Economic and Social Council. In general, the activities of the International Labour Organization are closely bound up with those of the United Nations.

Lasting peace can only be secured on a basis of social justice and social security. At the same time, progress toward social justice and social security can be made only within a framework of political security. The United Nations needs the full and active support of the International Labour Organization. On the other hand, the International Labour Organization is bound to be strengthened by its close relationship with the United Nations and other specialized agencies. The basis for this relationship is provided by the agreement which has been concluded between the United Nations and the International Labour Organization. It is appropriate that this was the first agreement negotiated under Article 57 of the Charter. The successful experience of the International Labour Organization was the most important single factor in developing the new idea of specialized agencies. That experience proved the value of separate organizations, with a large measure of autonomy, operating as instruments of international co-operation in their specific fields. I hope that this agreement will be approved both by this Conference and by the General

Assembly of the United Nations. I believe that under it the United Nations and the International Labour Organization will be able to work in full agreement and harmony throughout the years. I can assure you that you will have every assistance from the United Nations in accomplishing your great task.

There are two or three points in the agreement on which I would like to comment. In the first place, I attach particular importance to Articles IV and V, which are designed to ensure that the work carried out by the United Nations and the International Labour Organization is properly integrated. You will recall that under Article IV the Economic and Social Council or the Assembly is entitled to make recommendations to the International Labour Organization. The International Labour Organization agrees to consult with the United Nations regarding such recommendations. Finally, the International Labour Organization agrees to co-operate in any measures which are designed to co-ordinate the activities of the specialized agencies and the United Nations. Article V provides for a full exchange of documents and information. I am glad to see that the International Labour Organization has already submitted two Resolutions of the Paris and Mexico Conferences to the Economic and Social Council for its advice and information. These are being placed on the agenda of the first session of the Economic and Employment Commission.

I also attach great importance to Article II, which provides for mutual representation. Such relations between the United Nations and the International Labour Organization are already good. In agreement with the Director, I would like to consider measures for making them even better.

Finally, I would like to mention Article X, which concerns the site of the International Labour Organization headquarters. In this connection, I give you my personal assurance that if the International Labour Organization decides to make its permanent headquarters at the site of the United Nations, the United Nations secretariat will do everything possible to assist you in securing the accommodations you need.

Annex 10—Convention (No. 80) for the Partial Revision of the Conventions Adopted by the General Conference of the International Labour Organization at its First Twenty-eight Sessions for the Purpose of Making Provision for the Future Discharge of Certain Chancery Functions Entrusted by the Said Conventions to the Secretary-General of the League of Nations and Introducing Therein Certain Further Amendments Consequential upon the Dissolution of the League of Nations and the Amendment of the Constitution of the International Labour Organization

The General Conference of the International Labour Organization, Having been convened at Montreal by the Governing Body of the International Labour Office, and having met in its Twenty-ninth Session on 19 September 1946, and

Having decided upon the adoption of certain proposals with regard to the partial revision of the Conventions adopted by the Conference at its first twenty-eight sessions for the purpose of making provision for the future discharge of certain chancery functions entrusted by the said Conventions to the Secretary-General of the League of Nations and introducing therein certain further amendments consequential

upon the dissolution of the League of Nations and the amendment of the Constitution of the International Labour Organization, a question which is included in the second item on the agenda of the Session, and

Considering that these proposals must take the form of an international Convention,

adopts this ninth day of October of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Final Articles Revision Convention, 1946:

Article 1

1. In the texts of the Conventions adopted by the International Labour Conference in the course of its first twenty-five sessions the words "the Director-General of the International Labour Office" shall be substituted for the words "the Secretary-General of the League of Nations", the words "the Director-General" shall be substituted for the words "the Secretary-General", and the words "the International Labour Office" shall be substituted for the words "the Secretariat" in all passages where these various expressions respectively occur.

2. The registration by the Director-General of the International Labour Office of the ratifications of Conventions and amendments, acts of denunciation, and declarations provided for in the Conventions adopted by the Conference in the course of its first twenty-five sessions shall have the same force and effect for all purposes as the registration of such ratifications, acts of denunciation and declarations by the Secretary-General of the League of Nations in accordance with the terms of the original texts of the said Conventions.

3. The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications, acts of denunciation and declarations registered by him in accordance with the provisions of the Conventions adopted by the Conference at its first twenty-five sessions as amended by the foregoing provisions of this Article.

Article 2

1. The words "of the League of Nations" shall be deleted from the first paragraph of the Preamble of each of the Conventions adopted by the Conference in the course of its first eighteen sessions.

2. The words "in accordance with the provisions of the Constitution of the International Labour Organization" shall be substituted for the words "in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace" and the variants thereof contained in the Preambles of the Conventions adopted by the Conference in the course of its first seventeen sessions.

3. The words "under the conditions set forth in the Constitution of the International Labour Organization" shall be substituted for the words "under the conditions set forth in Part XIII of the Treaty of Versailles and the corresponding Parts of the other Treaties of Peace" or any variant thereof in all articles of the Conventions adopted by the Conference in the course of its first twenty-five sessions in which the latter words or any variant thereof occur.

4. The words "Article 22 of the Constitution of the International Labour Organization" shall be substituted for the words "Article 408 of the Treaty of Versailles and the corresponding Articles of the other Treaties of Peace" or any variant thereof in all articles of the Conventions adopted by the Conference in the course of its first twenty-five sessions in which the latter words or any variant thereof occur.

5. The words "Article 35 of the Constitution of the International Labour Organization" shall be substituted for the words "Article 421 of the Treaty of Versailles and the corresponding Articles of the other Treaties of Peace" in all articles of the Conventions adopted by the Conference in the course of its first twenty-five sessions in which the latter words or any variant thereof occur.

6. The word "Draft" shall be omitted from the expression "Draft Convention" in the Preambles of the Conventions adopted by the Conference in the course of its first twenty-five sessions and in all articles of the said Conventions in which the said expression occurs.

7. The title "Director-General" shall be substituted for the title "Director" in all articles of the Conventions adopted by the Conference in the course of its twenty-eighth session which refer to the Director of the International Labour Office.

8. In each of the Conventions adopted by the Conference in the course of its first seventeen sessions there shall be included in the Preamble the words "which may be cited as" together with the short title currently used by the International Labour Office for the Convention in question.

9. In each of the Conventions adopted by the Conference in the course of its first fourteen sessions all unnumbered paragraphs of articles containing more than one paragraph shall be consecutively numbered.

Article 3

Any Member of the Organization which, after the date of the coming into force of this Convention, communicates to the Director-General of the International Labour Office its formal ratification of any Convention adopted by the Conference in the course of its first twenty-eight sessions shall be deemed to have ratified that Convention as modified by this Convention.

Article 4

Two copies of this Convention shall be authenticated by the signature of the President of the Conference and of the Director-General of the International Labour Office. Of these copies one shall be deposited in the archives of the International Labour Office and the other shall be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations. The Director-General shall communicate a certified copy of this Convention to each of the Members of the International Labour Organization.

Article 5

1. The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office.

2. The Convention shall come into force at the date on which the ratifications of two Members of the International Labour Organization have been received by the Director-General.

3. On the coming into force of this Convention and on the subsequent receipt of further ratifications of the Convention, the Director-General of the International Labour Office shall so notify all the Members of the International Labour Organization and the Secretary-General of the United Nations.

4. Each Member of the Organization which ratifies this Convention thereby recognizes the validity of any action taken thereunder during the interval between the first coming into force of the Convention and the date of its own ratification.

Article 6

On the first coming into force of this Convention the Director-General of the International Labour Office shall cause official texts of the Conventions adopted by the Conference in the course of its first twenty-eight sessions as modified by the provisions of this Convention to be prepared in two original copies, duly authenticated by his signature, one of which shall be deposited in the archives of the International Labour Office and one of which shall be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations; the Director-General shall communicate certified copies of these texts to each of the Members of the Organization.

Article 7

Notwithstanding anything contained in any of the Conventions adopted by the Conference in the course of its first twenty-eight sessions, the ratification of this Convention by a Member shall not, *ipso jure*, involve the denunciation of any such Convention, nor shall the entry into force of this Convention close any such Convention to further ratification.

Article 8

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

- (a) the ratification by a Member of the new revising Convention shall, *ipso jure*, involve the denunciation of this Convention if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its present form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 9

The English and French versions of the text of this Convention are equally authoritative.

Annex 11—Budget for 1947

Expenditure	Swiss francs	
<i>Part I. Ordinary Budget:</i>		
Section I:		
Ordinary expenses	13,825,428	
Section II:		
Capital expenses .....	....
Section III:		
Unforeseen expenses	250,000	
Section IV:		
Reserve Fund	750,000	
<i>Part II: Staff Pensions Fund</i>	703,660	
<i>Part III: Staff Retirement and Provident Fund</i>	523,892	
<i>Part IV: Restoration to Working Capital Fund .....</i>	....
	<hr/>	
	16,052,980	
Income	Swiss francs	Gold francs
Contributions from States Members.....	14,684,952	10,386,763
Supplementary receipts	100,000	70,731
Balance at close of 27th Financial Period (1945):		
proportion to be taken in deduction of con-		
tributions of States which contributed to		
the balance	1,268,028	896,884
	<hr/>	<hr/>
	16,052,980	11,354,378

Annex 12—Statement of Contributions from Member States, 1947

State (French alphabetical order)	Units	Gross contributions (Gold francs)
Afghanistan	1	16,353.11
United States of America	108	1,766,136.04
Argentine Republic	21	343,415.34
Australia	23	376,121.57
Belgium	10	163,531.12
Bolivia	2	32,706.22
Brazil	24	392,474.68
Bulgaria	4	65,412.45
Canada	35	572,358.91
Chile	6	98,118.67
China	21	343,415.34
Colombia	5	81,765.56
Costa Rica	1	16,353.11
Cuba	5	81,765.56
Denmark	8	130,824.89
Dominican Republic	1	16,353.11
Egypt	12	196,237.34
Ecuador	1	16,353.11
Ethiopia	1	16,353.11
Finland	4	65,412.45
France	60	981,186.70
United Kingdom	108	1,766,136.04
Greece	2	32,706.22
Guatemala	1	16,353.11

State (French alphabetical order)	Units	Gross contributions (Gold francs)
Haiti	1	16,353.11
Hungary	4	65,412.45
Iceland	1	16,353.11
India	48	784,949.36
Iraq	3	49,059.33
Iran	5	81,765.56
Ireland	10	163,531.12
Italy	20	327,062.23
Liberia	1	16,353.11
Luxemburg	1	16,353.11
Mexico	11	179,884.23
Norway	6	98,118.67
New Zealand	8	130,824.89
Panama	1	16,353.11
Netherlands	9	147,178.00
Peru	5	81,765.56
Poland	4	65,412.45
Portugal	8	130,824.89
Union of South Africa	16	261,649.79
Siam	5	81,765.56
Sweden	19	310,709.12
Switzerland	17	278,002.90
Czechoslovakia	4	65,412.45
Turkey	10	163,531.12
Uruguay	4	65,412.45
Venezuela	4	65,412.45
Yugoslavia	1	16,353.11
	690	11,283,647.00

Annex 13—Convention (No. 77) Concerning Medical Examination for Fitness for Employment in Industry of Children and Young Persons

The General Conference of the International Labour Organization,
Having been convened at Montreal by the Governing Body of the
International Labour Office and having met in its Twenty-ninth
Session on 19 September 1946, and

Having decided upon the adoption of certain proposals with regard
to medical examination for fitness for employment in industry
of children and young persons, which is included in the third item
on the agenda of the Session, and

Having determined that these proposals shall take the form of an
international Convention,

adopts this ninth day of October of the year one thousand nine hundred and
forty-six the following Convention, which may be cited as the Medical
Examination of Young Persons (Industry) Convention, 1946:

PART I. GENERAL PROVISIONS

Article 1

1. This Convention applies to children and young persons employed or working in, or in connection with, industrial undertakings, whether public or private.

2. For the purpose of this Convention, the term "industrial undertaking" includes particularly:

- (a) mines, quarries, and other works for the extraction of minerals from the earth;
- (b) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including undertakings engaged in shipbuilding or in the generation, transformation or transmission of electricity or motive power of any kind;
- (c) undertakings, engaged in building and civil engineering work, including constructional, repair, maintenance, alteration and demolition work;
- (d) undertakings engaged in the transport of passengers or goods by road, rail, inland waterway or air, including the handling of goods at docks, quays, wharves, warehouses or airports.

3. The competent authority shall define the line of division which separates industry from agriculture, commerce and other non-industrial occupations.

Article 2

1. Children and young persons under eighteen years of age shall not be admitted to employment by an industrial undertaking unless they have been found fit for the work on which they are to be employed by a thorough medical examination.

2. The medical examination for fitness for employment shall be carried out by a qualified physician approved by the competent authority and shall be certified either by a medical certificate or by an endorsement on the work permit or in the workbook.

3. The document certifying fitness for employment may be issued—

- (a) subject to specified conditions of employment;
- (b) for a specified job or for a group of jobs or occupations involving similar health risks which have been classified as a group by the authority responsible for the enforcement of the laws and regulations concerning medical examinations for fitness for employment.

4. National laws or regulations shall specify the authority competent to issue the document certifying fitness for employment and shall define the conditions to be observed in drawing up and issuing the document.

Article 3

1. The fitness of a child or young person for the employment in which he is engaged shall be subject to medical supervision until he has attained the age of eighteen years.

2. The continued employment of a child or young person under eighteen years of age shall be subject to the repetition of medical examinations at intervals of not more than one year.

3. National laws or regulations shall—

- (a) make provision for the special circumstances in which a medical re-examination shall be required in addition to the annual examination or at more frequent intervals in order to ensure effective supervision in respect of the risks involved in the occupation and of the state of health of the child or young person as shown by previous examinations; or
- (b) empower the competent authority to require medical re-examinations in exceptional cases.

Article 4

1. In occupations which involve high health risks medical examination and re-examinations for fitness for employment shall be required until at least the age of twenty-one years.

2. National laws or regulations shall either specify, or empower an appropriate authority to specify the occupations or categories of occupations in which medical examinations and re-examinations for fitness for employment shall be required until at least the age of twenty-one years.

Article 5

The medical examination required by the preceding Articles shall not involve the child or young persons, or his parents, in any expense.

Article 6

1. Appropriate measures shall be taken by the competent authority for vocational guidance and physical and vocational rehabilitation of children and young persons found by medical examination to be unsuited to certain types of work or to have physical handicaps or limitations.

2. The nature and extent of such measures shall be determined by the competent authority; for this purpose co-operation shall be established between the labour, health, educational and social services concerned, and effective liaison shall be maintained between these services in order to carry out such measures.

3. National laws or regulations may provide for the issue to children and young persons whose fitness for employment is not clearly determined—

- (a) of temporary work permits or medical certificates valid for a limited period at the expiration of which the young worker will be required to undergo re-examination;
- (b) of permits or certificates requiring special conditions of employment.

Article 7

1. The employer shall be required to file and keep available to labour inspectors either the medical certificate for fitness for employment or the work permit or workbook showing that there are no medical objections to the employment as may be prescribed by national laws or regulations.

2. National laws or regulations shall determine the other methods of supervision to be adopted for ensuring the strict enforcement of this Convention.

PART II. SPECIAL PROVISIONS FOR CERTAIN COUNTRIES

Article 8

1. In the case of a Member the territory of which includes large areas where, by reason of the sparseness of the population or the stage of development of the area, the competent authority considers it impracticable to enforce the provisions of this Convention, the authority may exempt such areas from the application of the Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit.

2. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any areas in respect of which it proposes to have recourse to the provisions of the present Article and no Member shall, after the date of its first annual report, have recourse to the provisions of the present Article except in respect of areas so indicated.

3. Each Member having recourse to the provisions of the present Article shall indicate in subsequent annual reports any areas in respect of which it renounces the right to have recourse to the provisions of the present Article.

Article 9

1. Any Member which, before the date of the adoption of the laws or regulations permitting the ratification of this Convention, had no laws or regulations concerning medical examination for fitness for employment in industry of children and young persons may, by a declaration accompanying its ratification, substitute an age lower than eighteen years, but in no case lower than sixteen years, for the age of eighteen years prescribed in Articles 2 and 3 and an age lower than twenty-one years, but in no case lower than nineteen years, for the age of twenty-one years prescribed in Article 4.

2. Any Member which has made such a declaration may at any time cancel the declaration by a subsequent declaration.

3. Every Member for which a declaration made in virtue of paragraph 1 of this Article is in force shall indicate each year in its annual reports upon the application of this Convention the extent to which any progress has been made with a view to the full application of the provisions of the Convention.

Article 10

1. The provisions of Part I of this Convention shall apply to India subject to the modifications set forth in this Article:

- (a) the said provisions shall apply to all territories in respect of which the Indian legislature has jurisdiction to apply them;
- (b) the term "industrial undertaking" shall include—
 - (i) factories as defined in the Indian Factories Act;
 - (ii) mines as defined in the Indian Mines Act;
 - (iii) railways;
 - (iv) all employments covered by the Employment of Children Act, 1938;
- (c) Articles 2 and 3 shall apply to children and young persons under sixteen years of age;

- (d) in Article 4 nineteen years shall be substituted for twenty-one years;
 - (e) paragraphs 1 and 2 of Article 6 shall not apply to India.
2. The provisions of paragraph 1 of this Article shall be subject to amendment by the following procedure:
- (a) the International Labour Conference may, at any session at which the matter is included in its agenda, adopt by a two-thirds majority draft amendments to paragraph 1 of this Article;
 - (b) any such draft amendment shall, within the period of one year, or, in exceptional circumstances, of eighteen months, from the closing of the session of the Conference, be submitted in India to the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action;
 - (c) India will, if it obtains the consent of the authority or authorities within whose competence the matter lies, communicate the formal ratification of the amendment to the Director-General of the International Labour Office for registration;
 - (d) any such draft amendment shall take effect as an amendment to this Convention or ratification by India.

PART III. FINAL ARTICLES

Article 11

Nothing in this Convention shall affect any law, award, custom or agreement between employers and workers which ensures more favourable conditions than those provided by this Convention.

Article 12

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 13

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 14

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 15

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 16

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 17

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 18

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 14 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 19

The English and French versions of the text of this Convention are equally authoritative.

Annex 14—Convention (No. 78) Concerning Medical Examination of Children and Young Persons for Fitness for Employment in Non-Industrial Occupations

The General Conference of the International Labour Organization,

Having been convened at Montreal by the Governing Body of the International Labour Office and having met in its Twenty-ninth Session on 19 September 1946, and

Having decided upon the adoption of certain proposals with regard to medical examination for fitness for employment in non-industrial occupations of children and young persons, which is included in the third item on the agenda of the Session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this ninth day of October of the year one thousand nine hundred and forty-six the following Convention which may be cited as the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946:

PART I. GENERAL PROVISIONS

Article 1

1. This Convention applies to children and young persons employed for wages, or working directly or indirectly for gain, in non-industrial occupations.

2. For the purpose of this Convention, the term "non-industrial occupations" includes all occupations other than those recognized by the competent authority as industrial, agricultural or maritime occupations.

3. The competent authority shall define the line of division which separates non-industrial occupations from industrial, agricultural and maritime occupations.

4. National laws or regulations may exempt from the application of this Convention employment, on work which is recognized as not being dangerous to the health of children or young persons, in family undertakings in which only parents and their children or wards are employed.

Article 2

1. Children and young persons under eighteen years of age shall not be admitted to employment or work in non-industrial occupations unless they have been found fit for the work in question by a thorough medical examination.

2. The medical examination for fitness for employment shall be carried out by a qualified physician approved by the competent authority and shall be certified either by a medical certificate or by an endorsement on the work permit or in the workbook.

3. The document certifying fitness for employment may be issued—

- (a) subject to specified conditions of employment;
- (b) for a specified job or for a group of jobs or occupations involving similar health risks which have been classified as a group by the authority responsible for the enforcement of the laws and regulations concerning medical examinations for fitness for employment.

4. National laws or regulations shall specify the authority competent to issue the document certifying fitness for employment and shall define the conditions to be observed in drawing up and issuing the document.

Article 3

1. The fitness of a child or young person for the employment in which he is engaged shall be subject to medical supervision until he has attained the age of eighteen years.

2. The continued employment of a child or young person under eighteen years of age shall be subject to the repetition of medical examinations at intervals of not more than one year.

3. National laws or regulations shall—

- (a) make provision for the special circumstances in which a medical re-examination shall be required in addition to the annual examination or at more frequent intervals in order to ensure effective supervision in respect of the risks involved in the occupation and of the state of health of the child or young person as shown by previous examinations; or
- (b) empower the competent authority to require medical re-examinations in exceptional cases.

Article 4

1. In occupations which involve high health risks medical examination and re-examinations for fitness for employment shall be required until at least the age of twenty-one years.

2. National laws or regulations shall either specify, or empower an appropriate authority to specify, the occupations or categories of occupations in which medical examination and re-examinations for fitness for employment shall be required until at least the age of twenty-one years.

Article 5

The medical examinations required by the preceding Articles shall not involve the child or young person, or his parents, in any expense.

Article 6

1. Appropriate measures shall be taken by the competent authority for vocational guidance and physical and vocational rehabilitation of children and young persons found by medical examination to be unsuited to certain types of work or to have physical handicaps or limitations.

2. The nature and extent of such measures shall be determined by the competent authority; for this purpose co-operation shall be established between the labour, health, educational and social services concerned, and effective liaison shall be maintained between these services in order to carry out such measures.

3. National laws or regulations may provide for the issue to children and young persons whose fitness for employment is not clearly determined—

- (a) of temporary work permits or medical certificates valid for a limited period at the expiration of which the young worker will be required to undergo re-examination;
- (b) of permits or certificates requiring special conditions of employment.

Article 7

1. The employer shall be required to file and keep available to labour inspectors either the medical certificate for fitness for employment or the work permit or workbook showing that there are no medical objections to the employment as may be prescribed by national laws or regulations.

2. National laws or regulations shall determine—

- (a) the measures of identification to be adopted for ensuring the application of the system of medical examination for fitness for employment to children and young persons engaged either on their own account or on account of their parents in itinerant trading or in any other occupation carried on in the streets or in places to which the public have access; and
- (b) the other methods of supervision to be adopted for ensuring the strict enforcement of the Convention.

PART II. SPECIAL PROVISIONS FOR CERTAIN COUNTRIES

Article 8

1. In the case of a Member the territory of which includes large areas where, by reason of the sparseness of the population or the stage of development of the area, the competent authority considers it impracticable to enforce the provisions of this Convention, the authority may exempt such areas from the application of the Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit.

2. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any areas in respect of which it proposes to have recourse to the provisions of the present Article and no Member shall, after the date of its first annual report, have recourse to the provisions of the present Article except in respect of areas so indicated.

3. Each Member having recourse to the provisions of the present Article shall indicate in subsequent annual reports any areas in respect of which it renounces the right to have recourse to the provisions of the present Article.

Article 9

1. Any Member which, before the date of the adoption of the laws or regulations permitting the ratification of this Convention, had no laws or regulations concerning medical examination for fitness for employment of young persons in non-industrial occupations may, by a declaration accompanying its ratification, substitute an age lower than eighteen years, but in no case lower than sixteen years, for the age of eighteen years prescribed in Articles 2 and 3 and an age lower than twenty-one years, but in no case lower than nineteen years, for the age of twenty-one years prescribed in Article 4.

2. Any Member which has made such a declaration may at any time cancel the declaration by a subsequent declaration.

3. Every Member for which a declaration made in virtue of paragraph 1 of this Article is in force shall indicate each year in its annual reports upon the application of this Convention the extent to which any progress has been made with a view to the full application of the provisions of the Convention.

PART III. FINAL ARTICLES

Article 10

Nothing in this Convention shall affect any law, award, custom or agreement between employers and workers which ensures more favourable conditions than those provided by this Convention.

Article 11

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 12

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 13

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 14

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 15

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 16

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 17

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 13 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 18

The English and French versions of the text of this Convention are equally authoritative.

Annex 15—Recommendation (No. 79) Concerning the Medical Examination for Fitness for Employment of Children and Young Persons

The General Conference of the International Labour Organization,
Having been convened at Montreal by the Governing Body of the
International Labour Office and having met in its Twenty-ninth
Session on 19th September, 1946, and

Having decided upon the adoption of certain proposals with regard
to the medical examination for fitness for employment of children
and young persons, which is included in the third item on the
agenda of the Session, and

Having adopted Conventions concerning medical examination for fitness
for employment in industry and non-industrial occupations of
children and young persons, and

Having decided to supplement these Conventions by a Recommendation,
adopts this ninth day of October of the year one thousand nine hundred
and forty-six the following Recommendation, which may be cited as the
Medical Examination of Young Persons Recommendation, 1946:

Whereas the Medical Examination of Young Persons Conventions,
1946, lay down the basis for regulations relating to medical examination
for fitness designed to protect the health of children and young persons
against the risks of unsuitable employment but leave to national laws or
regulations the choice of practical methods of detail; and

Whereas it is desirable, while permitting practical adaptations of the
system of medical examinations so that it may be incorporated in the
general administrative scheme of the various States Members, to assure
reasonably uniform application of the Conventions for the purpose of
maintaining at the highest possible level the protection of children and
young persons which it is the aim of the Conventions to ensure; and

Whereas it is desirable to make known to all Members methods which
have been found to give satisfactory results in certain countries and which
may be a guide to them;

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

I. SCOPE OF THE REGULATIONS

1. The provisions of the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946, should be applied to all occupations carried on in or in connection with the following undertakings and services, whether public or private:

- (a) commercial establishments, including delivery services;
- (b) postal and telecommunication services, including delivery services;
- (c) establishments and administrative services in which the persons employed are mainly engaged in clerical work;
- (d) newspaper undertakings (editing, distribution, delivery services and the sale of newspapers in the streets or in places to which the public have access;
- (e) hotels, boarding-houses, restaurants, clubs, cafés and other refreshment houses, and domestic service for wages in private households;
- (f) establishments for the treatment and care of the sick, infirm, or destitute and of orphans;
- (g) theatres and places of public entertainment;
- (h) itinerant trading, the hawking of objects of all kinds, and any other occupation or service carried on in the streets or in places to which the public have access;
- (i) all other jobs, occupations or services which are neither industrial nor agricultural nor maritime.

2. Without prejudice to the discretion which the Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946, leaves to Members to exempt from its application employment, on work which is recognized as not being dangerous to the health of children and young persons, in family undertakings in which only parents and their children or wards are engaged, governments should, in taking into account the fact that occupations which are not generally considered hazardous may be dangerous for individuals who have not the aptitudes required for a certain job or for any job, endeavour to extend to all occupations carried on for profit, without consideration of the family relationship existing between the persons engaged in them, the application of the regulations concerning medical examination for fitness for employment.

II. PROVISIONS CONCERNING MEDICAL EXAMINATIONS

3. Without prejudice to the medical examination on entry into employment for the purpose of certifying the fitness of a child or young person for a specified occupation required by Article 2 of the said Conventions, it is desirable that all children should undergo, preferably before the end of their compulsory school attendance, a general medical examination, the results of which can be used by the vocational guidance services.

4. The thorough medical examination required on entry into employment should—

- (a) include all the clinical, radiological and laboratory tests useful for discovering fitness or unfitness for the employment in question; and
- (b) be accompanied in each case by appropriate advice on health care.

5. Periodical examination should—

- (a) be carried out in the same way as the examination on entry into a given employment; and
- (b) be accompanied by appropriate advice on health care and if necessary by supplementary vocational guidance with a view to a change of occupation.

6. (1) The findings of the examination should be entered in full on an index-card to be kept in the files of the medical services responsible for carrying out the examinations.

(2) The information entered on the medical certificate intended to come to the knowledge of the employer or the statement concerning the medical examination endorsed on the permit or workbook should be explicit enough to indicate the limitations of fitness for employment noted in the examination and the precautions which should, as a result, be taken regarding employment conditions, but should on no account include confidential information such as the diagnosis of congenital defects or diseases discovered by the examination.

7. (1) Since in most cases the adolescent stage is not ended at eighteen years of age and there is consequently still need of special protection, it is desirable to extend compulsory medical examination until at least twenty-one years for all young workers employed in industrial or non-industrial occupations.

(2) As a minimum, the degree of risk calling for the extension of medical examination until twenty-one years in accordance with Article 4 of the said Conventions should be estimated liberally; this extension should apply, in particular, to all mining occupations, to all employment in hospitals, and to such employments in public entertainment as dancing and acrobatics.

8. The provisions of the preceding paragraph should not be interpreted as impairing the obligation to apply the provisions of international Conventions or of national laws or regulations which prohibit the employment of young persons in certain occupations on account of the high health risks involved or which require, irrespective of the age of the worker, the health supervision of all those employed in such occupations.

III. MEASURES FOR PERSONS FOUND BY MEDICAL EXAMINATION TO BE UNFIT OR ONLY PARTIALLY FIT FOR EMPLOYMENT

9. The measures to be taken by the national authority for enforcing the provisions of Article 6 of the said Conventions should include, in particular, measures for ensuring that children and young persons found by medical examination to have physical handicaps or limitations or to be generally unfit for employment—

- (a) receive proper medical treatment for removing or alleviating their handicap or limitation;
- (b) are encouraged to return to school or are guided towards suitable occupations likely to be agreeable to them and within their capacity and are provided with opportunities of training for such occupations;
- (c) have the advantage of financial aid, if necessary, during the period of medical treatment, schooling or vocational training.

10. In order to facilitate the guidance towards suitable occupations of children and young persons found to be lacking in physical resistance or to have definite handicaps, it is desirable that lists of trades and

occupations suitable to each category of young deficient or handicapped workers should be drawn up by qualified specialists under the joint responsibility of the medical services and the services competent to deal with employment problems; these lists should be used as guides for examining doctors but should not be binding.

IV. RESPONSIBLE AUTHORITIES

11. (1) In order to ensure the full efficacy of the medical examination of young workers, measures should be taken to train a body of examining doctors who are qualified in industrial hygiene and have a wide experience of the medical problems relating to the health of children and young persons.

(2) The competent authority should ensure that courses and practical studies are organized for this purpose.

(3) Examining doctors should be selected on the basis of the qualifications indicated in sub-paragraph (1).

12. The system of medical examination for fitness for employment should be administered in such a way as to ensure close co-operation between the medical services responsible for carrying out the examinations and the services responsible for authorizing the employment of children and young persons and for supervising their conditions of employment.

V. METHODS OF ENFORCEMENT

13. (1) In order to ensure a regular medical examination for fitness for employment to children and young persons employed in an industrial or non-industrial undertaking either on the premises of the undertaking or in connection with its operation, employers should be required to send to a specified authority a notification of the employment of all young workers under the age-limit laid down by the regulations for the examination.

(2) This authority should be—

(a) the official medical service responsible for carrying out the examinations and for keeping complete records of the findings of these examinations; or

(b) the service competent to authorize the employment of a child or young person on the basis of the findings of the examination.

14. In order to ensure a regular medical examination for fitness for employment of children and young persons engaged, either on their own account or on account of their parents, in itinerant trading or any other occupation carried on in the streets or in places to which the public have access—

(a) young itinerant workers under the age-limit up to which medical examination for fitness is compulsory should be required to obtain an individual licence, issued preferably by a service under the labour department on the basis of the certificate for fitness for employment and renewed annually on the basis of the findings of the annual re-examination; the licence should bear a serial number and the photograph or the signature or any other means of identification of the holder and should also include information concerning—

(i) the name, age and address of the holder;

(ii) the name and address of his parents and the statement that they have authorized the child or young person to engage in the occupation for which the licence is issued;

- (iii) the findings of the medical examination on entry into employment and of subsequent re-examinations;
- (b) the holder of the above-mentioned licence should be required to wear a visible badge bearing the serial number corresponding to that of the licence;
- (c) full co-operation should be established between the labour inspection services responsible for the enforcement of legislation and local authorities, particularly the services of the preventive police, for the purpose of checking regularly the documents of young itinerant workers and for ensuring their compliance with the regulations concerning medical examination for fitness for employment.

Annex 16—Convention (No. 79) Concerning the Restriction of Night Work of Children and Young Persons in Non-Industrial Occupations

The General Conference of the International Labour Organization,
Having been convened at Montreal by the Governing Body of the International Labour Office and having met in its Twenty-ninth Session on 19 September 1946, and

Having decided upon the adoption of certain proposals with regard to the restriction of night work of children and young persons in non-industrial occupations, which is included in the third item on the agenda of the Session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this ninth day of October of the year one thousand nine hundred and forty-six the following Convention, which may be cited as the Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946:

PART I. GENERAL PROVISIONS

Article 1

1. This Convention applies to children and young persons employed for wages, or working directly or indirectly for gain, in non-industrial occupations.

2. For the purpose of this Convention, the term "non-industrial occupation" includes all occupations other than those recognized by the competent authority as industrial, agricultural or maritime occupations.

3. The competent authority shall define the line of division which separates non-industrial occupations from industrial, agricultural and maritime occupations.

4. National laws or regulations may exempt from the application of this Convention—

- (a) domestic service in private households; and
- (b) employment, on work which is not deemed to be harmful, prejudicial, or dangerous to children or young persons, in family undertakings in which only parents and their children or wards are employed.

Article 2

1. Children under fourteen years of age who are admissible for full-time or part-time employment and children over fourteen years of age who are still subject to full-time compulsory school attendance shall not be employed nor work at night during a period of at least fourteen consecutive hours, including the interval between eight o'clock in the evening and eight o'clock in the morning.

2. Provided that national laws or regulations may, where local conditions so require, substitute another interval of twelve hours of which the beginning shall not be fixed later than eight thirty o'clock in the evening nor the termination earlier than six o'clock in the morning.

Article 3

1. Children over fourteen years of age who are no longer subject to full-time compulsory school attendance and young persons under eighteen years of age shall not be employed nor work at night during a period of at least twelve consecutive hours, including the interval between ten o'clock in the evening and six o'clock in the morning.

2. Provided that, where there are exceptional circumstances affecting a particular branch of activity or a particular area, the competent authority may, after consultation with the employers' and workers' organizations concerned, decide that in the case of children and young persons employed in that branch of activity or area, the interval between eleven o'clock in the evening and seven o'clock in the morning may be substituted for that between ten o'clock in the evening and six o'clock in the morning.

Article 4

1. In countries where the climate renders work by day particularly trying, the night period may be shorter than that prescribed in the above Articles if compensatory rest is accorded during the day.

2. The prohibition of night work may be suspended by the Government for young persons of sixteen years of age and over when in case of serious emergency the national interest demands it.

3. National laws or regulations may empower an appropriate authority to grant temporary individual licences in order to enable young persons of sixteen years of age and over to work at night when the special needs of vocational training so require, subject to the period of rest being not less than eleven consecutive hours in every period of twenty-four hours.

Article 5

1. National laws or regulations may empower an appropriate authority to grant individual licences in order to enable children or young persons under the age of eighteen years to appear at night as performers in public entertainments or to participate at night as performers in the making of cinematographic films.

2. The minimum age at which such a licence may be granted shall be prescribed by national laws or regulations.

3. No such licence may be granted when, because of the nature of the entertainment or the circumstances in which it is carried on, or the nature of the cinematographic film or the conditions under which it is made, participation in the entertainment or in the making of the film may be dangerous to the life, health, or morals of the child or young person.

4. The following conditions shall apply to the granting of licences:—
- (a) the period of employment shall not continue after midnight;
 - (b) strict safeguards shall be prescribed to protect the health and morals, and to ensure kind treatment of, the child or young person and to avoid interference with his education;
 - (c) the child or young person shall be allowed a consecutive rest period of at least fourteen hours.

Article 6

1. In order to ensure the due enforcement of the provisions of this Convention, national laws or regulations shall—

- (a) provide for a system of public inspection and supervision adequate for the particular needs of the various branches of activity to which the Convention applies;
- (b) require every employer to keep a register, or to keep available official records, showing the names and dates of birth of all persons under eighteen years of age employed by him and their hours of work; in the case of children and young persons working in the streets or in places to which the public have access, the register or records shall show the hours of service agreed upon in the contract of employment;
- (c) provide suitable means for assuring identification and supervision of persons under eighteen years of age engaged, on account of an employer or on their own account, in employment or occupations carried on in the streets or in places to which the public have access;
- (d) provide penalties applicable to employers or other responsible adults for breaches of such laws or regulations.

2. There shall be included in the annual reports to be submitted under Article 22 of the Constitution of the International Labour Organization full information concerning all laws and regulations by which effect is given to the provisions of this Convention and, more particularly, concerning—

- (a) any interval which may be substituted for the interval prescribed in paragraph 1 of Article 2 in virtue of the provisions of paragraph 2 of that Article;
- (b) the extent to which advantage is taken of the provisions of paragraph 2 of Article 3;
- (c) the authorities empowered to grant individual licences in virtue of the provisions of paragraph 1 of Article 5 and the minimum age prescribed for the granting of licences in accordance with the provisions of paragraph 2 of the said Article.

PART II. SPECIAL PROVISIONS FOR CERTAIN COUNTRIES

Article 7

1. Any Member which, before the date of the adoption of the laws or regulations permitting the ratification of this Convention, had no laws or regulations restricting the night work of children and young persons in non-industrial occupations may, by a declaration accompanying its ratification, substitute an age limit lower than eighteen years, but in no case lower than sixteen years, for the age limit prescribed in Article 3.

2. Any Member which has made such a declaration may at any time cancel that declaration by a subsequent declaration.

3. Every Member for which a declaration made in virtue of paragraph 1 of this Article is in force shall indicate each year in its annual report upon the application of this Convention the extent to which any progress has been made with a view to the full application of the provisions of the Convention.

Article 8

1. The provisions of Part I of this Convention shall apply to India subject to the modifications set forth in the present Article:—

- (a) the said provisions shall apply to all territories in respect of which the Indian Legislature has jurisdiction to apply them;
- (b) the competent authority may exempt from the application of the Convention children and young persons employed in undertakings employing less than twenty persons;
- (c) Article 2 of the Convention shall apply to children under twelve years of age who are admissible for full-time or part-time employment and to children over twelve years of age who are subject to full-time compulsory school attendance;
- (d) Article 3 of the Convention shall apply to children over twelve years of age who are not subject to full-time compulsory school attendance and to young persons under fifteen years of age;
- (e) the exceptions permitted by paragraphs 2 and 3 of Article 4 shall apply to young persons of fourteen years of age and over;
- (f) Article 5 shall apply to children and young persons under fifteen years of age.

2. The provisions of paragraph 1 of this Article shall be subject to amendment by the following procedure:

- (a) the International Labour Conference may, at any session at which the matter is included in its agenda, adopt by a two-thirds majority draft amendments to paragraph 1 of this Article;
- (b) any such draft amendment shall, within the period of one year, or, in exceptional circumstances, of eighteen months, from the closing of the session of the Conference, be submitted in India to the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action;
- (c) India will, if it obtains the consent of the authority or authorities within whose competence the matter lies, communicate the formal ratification of the amendment to the Director-General of the International Labour Office for registration;
- (d) any such draft amendment shall take effect as an amendment to this Convention on ratification by India.

PART III. FINAL ARTICLES

Article 9

Nothing in this Convention shall affect any law, award, custom or agreement between employers and workers which ensures more favourable conditions than those provided by this Convention.

Article 10

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 11

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 12

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 13

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 14

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 15

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 16

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 12 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 17

The English and French versions of the text of this Convention are equally authoritative.

Annex 17—Recommendation (No. 80) Concerning the Restriction of Night Work of Children and Young Persons in Non-Industrial Occupations

The General Conference of the International Labour Organization,

Having been convened at Montreal by the Governing Body of the International Labour Office and having met in its Twenty-ninth Session on 19 September 1946, and

Having decided upon the adoption of certain proposals with regard to the restriction of night work of children and young persons in non-industrial occupations, which is included in the third item on the agenda of the Session, and

Having adopted a Convention on this subject and having decided to supplement this Convention by a Recommendation,

adopts this ninth day of October of the year one thousand nine hundred and forty-six the following Recommendation, which may be cited as the Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946:

Whereas the Night Work of Young Persons (Non-Industrial Occupations Convention, 1946, lays down the basis for legislative protection against the dangers of night work in non-industrial occupations in which large numbers of young workers are engaged;

Whereas although, on account of the great diversity of employments to which its provisions apply and on account of the different traditions and circumstances peculiar to each country, the Convention leaves it to national laws and regulations to adapt for each given country the implementation of the standards laid down therein, it is nevertheless desirable to ensure as uniform application as possible of the Convention; and

Whereas it is desirable that account should be taken of certain methods which have been found to give satisfactory results and which may accordingly be a guide to the Members of the Organization;

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto:

I. SCOPE OF THE REGULATIONS

1. The provisions of the Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946, should be applied to all occupations which are carried on in or in connection with the following undertakings or services, whether public or private:

- (a) commercial establishments, including delivery services;
- (b) postal and telecommunication services, including delivery services;
- (c) establishments and administrative services in which the persons employed are mainly engaged in clerical work;
- (d) newspaper undertakings (editing, distribution, delivery services and the sale of newspapers in the streets or in places to which the public have access);
- (e) hotels, boarding-houses, restaurants, clubs, cafés and other refreshment houses;
- (f) establishments for the treatment and care of the sick, infirm or destitute and of orphans;
- (g) theatres and places of public entertainment;
- (h) itinerant trading, the hawking of objects of all kinds, and any other occupation or service carried on in the streets or in places to which the public have access;
- (i) all other jobs, occupations or services which are neither industrial nor agricultural nor maritime.

2. Without prejudice to the discretion which the Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946, leaves to Members to exempt from its application domestic service carried on for wages or earnings in a private household and employment on work which is not deemed to be harmful, prejudicial or dangerous to children or young persons in family undertakings in which only parents and their children or wards are engaged, the attention of Members is drawn to the desirability of:

- (a) adopting appropriate legislative and administrative measures for restricting the night work of children and young persons under eighteen years of age who are engaged in domestic service;
- (b) extending to all undertakings carried on for profit, without consideration of the family relationship existing between the persons engaged in them, the application of the regulations concerning the restriction of night work in non-industrial occupations.

II. EMPLOYMENT IN PUBLIC ENTERTAINMENT

3. Where local authorities are empowered, in virtue of the provisions of Article 5 of the Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946, to grant individual licences to children and young persons allowing them to appear at night as performers in public entertainments or to participate at night as performers in the making of cinematographic films, supervisory control over the issuing of such licences should be vested in a higher authority to which the persons concerned may appeal either against the refusal of the licence or against any of the conditions imposed therein.

4. Licences should be issued for limited periods and should be subject to all the conditions necessary in the circumstances of each case for the protection of the child or young person.

5. Licences should be granted for children under fourteen years of age only in exceptional cases in which they are justified by the need of vocational training or the talent of the child and should be subject to the following conditions:

- (a) such licences should be restricted as a rule to children who are attending institutions for dramatic or musical instruction;
- (b) employment at night should be limited as far as possible to three evenings a week or to an average of three evenings a week calculated over a longer period;
- (c) employment should cease by ten to'clock in the evening or a rest period of sixteen consecutive hours should be granted.

III. METHODS OF SUPERVISION

6. While respecting the principle laid down in paragraph 12 of the Labour Inspection Recommendation, 1923, according to which the inspectorate should include men and women having the same powers and duties and exercising the same authority, it is desirable to take into account the experience of certain countries which have found it particularly satisfactory to entrust to women inspectors the enforcement of laws and regulations for the protection of young workers.

7. In addition to regular inspection to ensure compliance with the laws and regulations for the protection of young workers, special attention should be given, in order to achieve effective application of the provisions of the Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946, as regards non-industrial activities carried on in a great number of small and scattered undertakings, to the investigation of alleged violations of the law reported by the public, and more particularly immediate action should be taken upon complaints lodged by the parents of the child or young person.

8. When deciding on the form of document which the employer shall be required by law to keep for the purpose of furnishing the inspection services with the means of supervising the enforcement of the regulations restricting night work, it is desirable to take into consideration the advantages of the work permit or the workbook which, as they must be issued or officially stamped on each change of employment, make it easy to identify the young worker, provide proof of age and fix his conditions of work, including working hours.

9. (1) In order to facilitate the identification by official supervisory services of young itinerant workers protected by the laws or regulations concerning night work—

- (a) young itinerant workers working for wages should carry on their person a document and a badge which will permit their identification outside the undertaking, in addition to the documents kept by the employer;
- (b) young itinerant workers working on their own account or on account of their parents should carry on their person a document authorizing their employment and a badge which will permit their identification.

(2) Young itinerant workers under eighteen years of age should be provided with a work permit or an individual licence containing—

- (a) the name, age and address of the child or young person;
- (b) the photograph or signature of the child or young person or other means of identification and his permit or licence number;
- (c) if the child or young person is employed for wages, the name and address of the employer and his hours of work; and
- (d) if the child or young person is working on his own account or on account of his parents, the name and address of his parents and their authorization.

(3) It is desirable that the work permit or individual licence should be issued by a service under the labour department.

(4) A young itinerant worker should be obliged to wear the badge which bears his permit or licence number so that it will be readily visible.

(5) The full co-operation of local authorities, and particularly that of the preventive police, if such exists, of educational authorities and of child welfare authorities with inspection services, should be obtained in order to ensure supervision of the working hours of young itinerant workers and the enforcement of the laws and regulations relating to night work.

(6) The employer should be held legally responsible for violations of the laws or regulations, and in particular for any disproportion between the volume of work to be required and the time available for its performance during permitted working hours; the employer should be given the opportunity to vindicate his good faith if he exercised all due diligence to prevent the violation.

(7) Parents should, after previous warning, be held legally responsible for violations of the laws or regulations when the occupation is carried on on their account or with their authorization.

Annex 18—Statement by Mr. V. C. Phelan on the Report of the Committee on the Application of Conventions

I should like to support the report of the Committee, but there are one or two observations from my Government which I feel should go in the record of this discussion before the report is adopted.

Some of our countries, including Canada—but we are not at all unique in that respect—have a federal system of Government; and as I think the Conference is well aware, but more particularly as those representing federal States are aware, there are very practical difficulties arising out of the division of jurisdiction in relation to social and labour matters when it comes to the point of seeking to ratify International Labour Organization Conventions or carrying into effect the content of Recommendations.

I know that this topic has been discussed on innumerable occasions, both by the Committee to which the question of application of Conventions is referred, by various committees on the subject of the Constitution, and in various other phases of the work of the International Labour Organization. It does seem to us, however, that the question might profitably be explored further at a later date, and we have a couple of suggestions to offer.

I put these suggestions before the Committee which brought in this report, but, unfortunately from our point of view, the Committee did not see its way clear to pursue the items nor to embody any direct reference in regard to them into the report.

The first suggestion we would offer is that the device written into some of the Seattle Maritime Conventions for implementation of Conventions in whole or in part, and the subsequent ratification, might be based upon collective labour agreements—that principle might be explored in reference to other existing Conventions to see whether it would have pertinence; and that device also might be borne in mind in the drafting of future Conventions, future Recommendations, to see whether it would not be possible to broaden the base for ratification and make it more easily possible for federal States to ratify—particularly when they have actually carried into effect whatever may be the proposals contained in the Convention or the Recommendation.

The second device which we would like to see considered at some later date would provide for a fractional ratification. Where you have within the federal State several local or district jurisdictions—they may be called provinces, they may be called states—each of which holds some jurisdiction in the social or labour field, it now happens that many of these lesser—lesser in extent of territory at least—jurisdictions do implement the intent of Conventions but no formal notice of that appears in International Labour Organization documents.

I am well aware that the reports are received, but when the tally is made, and when the score board, so to speak, is drawn up indicating ratification of Conventions, credit is not given to federal States for this partial implementation. We would not suggest, in the case of a federal State where a very minor part of the secondary jurisdiction has implemented the Convention, that any credit should be accorded to the federal State as a whole in that behalf; but we do feel that where the population served by State or provincial Governments represents 65 or 70 per cent of the entire population of the country, and where those Governments, as to 65 or 70 per cent of the population, have put through the necessary legislation in accordance with an International Labour Organization Convention, we then think some formal partial or fractional credit should be given by way of partial ratification to the federal State involved.

We realize that there are a lot of implications involved in these suggestions, but we do hope that there will be opportunity to study them further at a subsequent Conference. After all, I think we will all agree that the formal ratifications are secondary to the prime purpose of International Labour Organization Conventions, which is to stimulate the securing of labour and social legislation. But nevertheless, while ratification may be the formality which follows the act of substance, namely, the implementation of the content of a Convention, in fairness to the States involved, it should be made possible that the record of ratifications should reflect as accurately as possible the degree to which the countries of the world—the International Labour Organization countries, at any rate—have carried through decisions of these Conferences.

We in Canada do not show an impressive list of actual ratifications. In our legislation, however—in our provincial legislation, for example—we have carried into effect over a period of years a great many measures which cover a very large area of the Conventions and of the Recommendations, with ratification of which we are not yet credited. We think that is a situation which should be accommodated, first in the interests of federal States, and secondly, because formal ratification, even a fractional formal ratification, gives an example to other States and should result in more widespread ratification, more widespread implementation of the various decisions of this body.

HD
8101
A3
v.46
no.7-12
cop.2

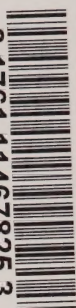
The Labour gazette

PLEASE DO NOT REMOVE
CARDS OR SLIPS FROM THIS POCKET

UNIVERSITY OF TORONTO LIBRARY

Govern..
Publications

G.
Publications



3 1761 11467825 3